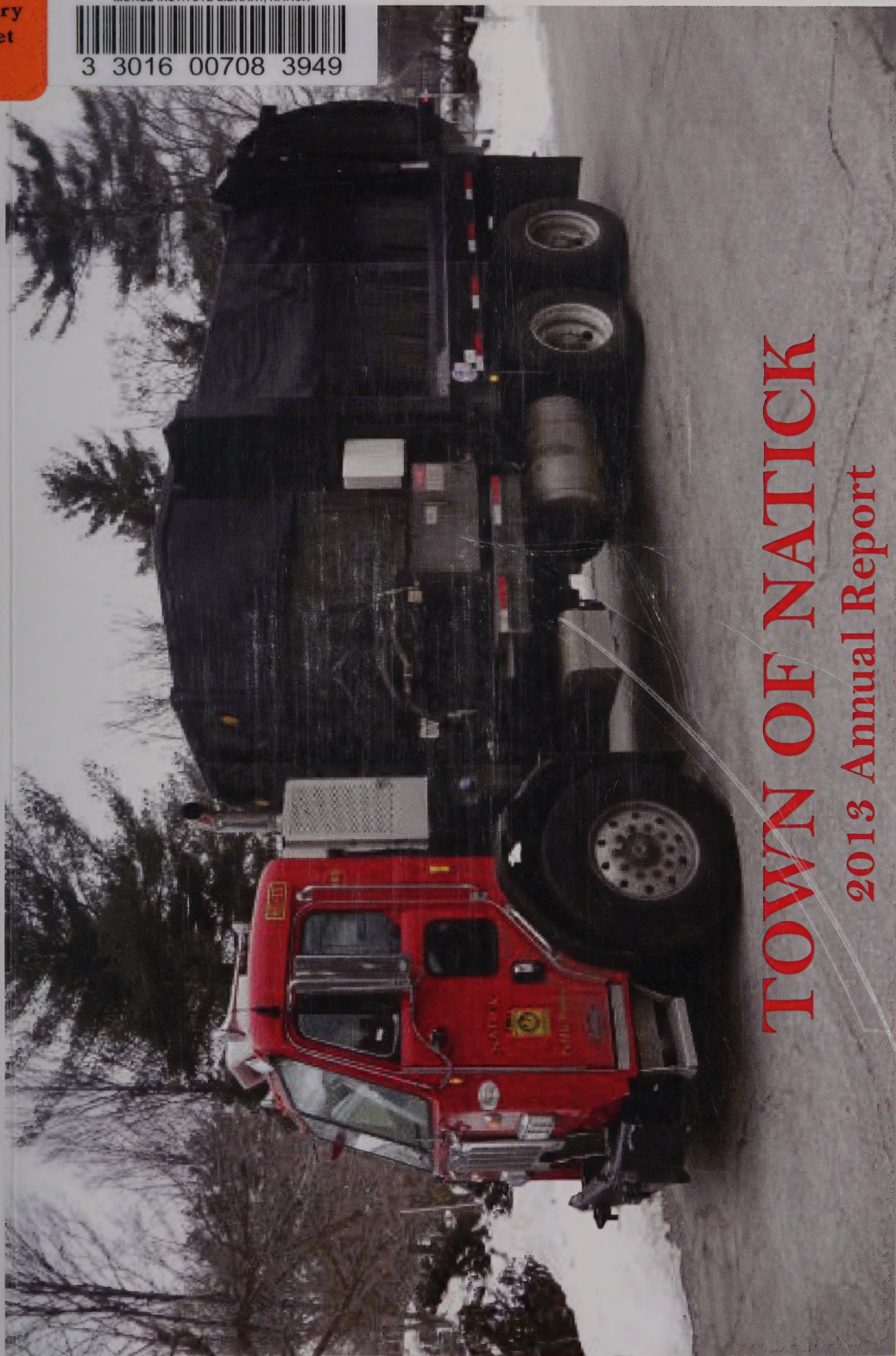




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TOWN OF NATICK

2013 Annual Report

Cover Photography: Town of Natick Automated Recycling Truck

The Department of Public Works switched to in-house curbside recycling collection in August, 2013. This initiative will result in an estimated annual savings of over \$105,000 when comparing the cost of the previously provided contract service to the cost of the in-house service, accounting for salaries and benefits for the 2 new employees, capital costs for the 3 new automated “packers,” fuel, and all other costs associated with this new service. In addition, we have negotiated a contract through which the Town will receive a minimum of \$2.00 for every ton of recyclable materials; by way of comparison, we pay \$75.95 in disposal fees for every ton of trash. We strongly encourage residents to recycle whenever possible.

Automated collection is a technologically advanced system of recycling collection. The system is called “automated” because a special truck, equipped with a mechanical arm, automatically lifts and empties special recycling containers without the driver ever leaving the cab of the truck. This is a system designed to improve efficiency and safety in the DPW Sanitation & Recycling Division. A special recycling container was provided to every eligible residential property in the size of their choosing – 96, 64 or 35 gallon. The program makes the task of putting out recycling easier and cleaner for the resident, improves the appearance of the Town, and greatly reduces the injury potential for Town employees because the mechanical arm performs the lifting.

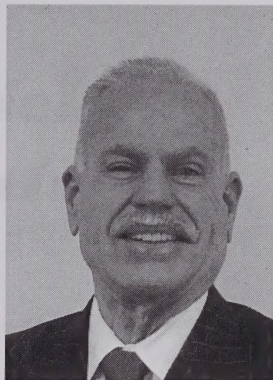
We are currently exploring opportunities to provide recycling collection service to properties that are currently not eligible (those with over multi-unit dwelling units or commercial properties); such properties would be charged a fee for this service.

This program is but one example of the Town’s creativity and commitment to evaluating existing services and programs, with an eye to improving the quality and cost-effectiveness of our service to residents.

The 2013 Natick Town Report is dedicated to Bruce S. Weisberg

The 2013 Natick Town Report is dedicated to longtime volunteer and community leader Bruce S. Weisberg.

Bruce has been an inspiring and tireless champion of Natick for many years, both in Town government and with many community organizations. With his long service on the Friends of the 4th Committee, Natick Days Committee, Natick Center Associates, Kids Connect and the Community Organic Farm, Bruce has shown the knack for making things happen and motivating people to do their best. Countless programs have been well run, with positive results for many kids and families, because of his purposeful and positive contributions.



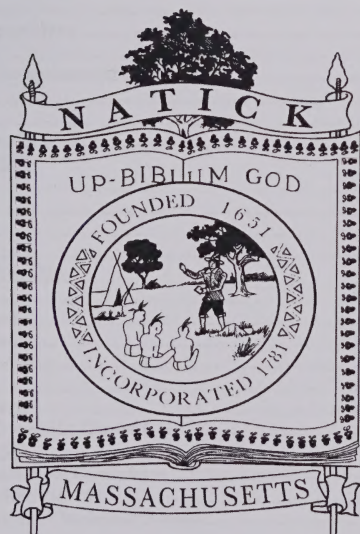
As a member of many town committees, including the Recreation and Parks Commission, Community Development Advisory Committee and the Affordable Housing Trust, Bruce has demonstrated his knowledge of housing and finance, and his love for the entire community, to make a difference.

As Senior Vice President and Real Property Manager at Middlesex Savings Bank, Bruce has spearheaded the bank's community outreach and has set a high standard for corporate citizenship. He has also served on the MetroWest ESL Fundraising Committee, Greater Boston Business Council, the Greater Boston Banker's Association, and Leadership MetroWest.

A longtime observer has shared the view that meetings and events just run better with Bruce, people do better work, and more gets done thanks to his positive, team-first attitude and wise counsel.

For his inspired leadership and many contributions to our community's quality of life, the Town proudly dedicates the 2013 Town Report to Bruce S. Weisberg.

***234th Annual Report
of the
Town of Natick
Massachusetts***



Year Ending December 31, 2013

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Committee Application Form

Town of Natick
Board of Selectmen
13 East Central Street
Natick, MA 01760
(508) 647-6410
selectmen@natickma.org

Thank you for your interest in serving the Town of Natick. Please use this form for appointments made by the Board of Selectmen. You may complete this form by hand, or download a Microsoft Word™ file from www.natickma.gov/selectmen, or provide equivalent information in another form. You may also provide a letter and/or resumé. After we receive your application, you will be contacted regarding next steps.

Position applied for: _____

Please check whether this is a ☐ new appointment or ☐ reappointment

Name: _____

Address: _____

Phone: _____

Email (optional): _____

Relevant experience: _____

Relevant education: _____

Please check whether you.... ☐ are familiar with the State Ethics Law
☐ have attended a State Ethics Law seminar

Please check if you are enclosing a ☐ letter and/or a ☐ resumé

Signature: _____

Send to Board of Selectmen, 13 East Central Street, Natick MA 01760; fax (508) 647-6401

Retirees for Calendar Year 2013

<u>Name</u>	<u>Department</u>	<u>Date of Retirement</u>
Virginia Constantine	School Department	7/31/2013
Jolene Marcus	School Department	6/26/2013
Colleen McAuley	School Department	9/19/2013
Joanne Sandow	School Department	8/23/2013
Daniel Sticka	School Department	9/27/2013
Jonna Yager	School Department	2/15/2013
Donna Arena-Myers	Town Department	7/9/2013
Nancy Carson	Town Department	4/12/2013
Richard Cugini	Town Department	2/19/2013
Kenneth Custodio	Town Department	3/27/2013
James Fahey	Town Department	2/28/2013
James Graham	Town Department	9/6/2013
Michael Melchiorri	Town Department	7/1/2013
Robert White	Town Department	3/5/2013
John Peroudeau	Town Department	1/22/2013

Survivors Added

Rita Doherty (survivor John)	Town Department	4/10/2013
Maureen Slattery (survivor Joseph)	Town Department	1/27/2013

Deceased Retirees in Calendar Year 2013

<u>Name</u>	<u>Department</u>	<u>Date of Death</u>
Julio Colonnelli	School Department	5/13/2013
Margaret Karr	School Department	6/28/2013
Nancy Ketchen	School Department	4/14/2013
Nerina Miccile (survivor)	School Department	11/9/2013
Janet Pearl	School Department	1/31/2013
Frederick Paul Alcock	Town Department	1/1/2013
Francis Arena	Town Department	10/31/2013
Barbara Connolly	Town Department	10/11/2013
John Doherty	Town Department	4/10/2013
Richard Fahey	Town Department	12/24/2013
Helen Flynn (survivor)	Town Department	3/17/2013
Phyllis Keane (survivor)	Town Department	11/26/2013
Walter D. Mahoney Sr.	Town Department	10/12/2013
Francis Martin	Town Department	7/12/2013
Ralph Mastro	Town Department	12/31/2013
William McMullen	Town Department	12/2/2013
Stephen Smith	Town Department	6/15/13
Carmella Torti (survivor)	Town Department	11/28/2013
Estelle Coleman (survivor)	Town Department	9/24/2013
Collette Davis (survivor)	Town Department	4/23/2013
Michael McDaniel	Town Department	9/22/2013
Rhonda Plaisted (survivor)	Town Department	5/4/2013
Constance Carey	Town Department	5/26/2013

General Statistics

Natick was incorporated as a Town on February 19, 1781.

Location: 18 miles west of Boston

Population: 33,006

<u>Registered Voters:</u> (as of December 31, 2013)		22,645	
Democratic	7,554	Libertarian	53
Republican	2,647	American Independent	8
Unenrolled	12,341	Reform	2
Green Rainbow	26	We the People	1
Socialist	1	Inter 3 rd Party	7
Constitution Party	1	MA Independent Party	2
Green Party	1	Pirate Party	1
Area:	15.99 sq. Miles		

TOWN OFFICES:

	Town Hall, 13 East Central St.
School Department	Town Hall, 13 East Central St.
Police Department	20 East Central St.
Fire Department	22 East Central St.
Department of Public Works	75 West St.
Morse Institute Library	14 East Central St.
Bacon Free Library	58 Eliot St.
Community-Senior Center	117 East Central St.
Council on Aging	117 East Central St.
Veterans Agency	117 East Central St.
Recreation and Parks	Cole Center, 179 Boden Lane

Legislative Representation

US Senators: Elizabeth Warren
Edward J. Markey

Representative in Congress: Katherine Clark

State Senators: Richard Ross, Precincts 6, 7, 9 and 10
Karen Spilka, Precincts 1-5 & 8

State Representatives: David Paul Linsky

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, Monday- Wednesday 8 AM-5 PM, Thursday 8 AM-8 PM, and Friday 8AM-12:30 PM

Where to Vote (Precinct Numbers):

Kennedy Middle School, 163 Mill Street	(1)
Cole Recreational Center, 179 Boden Lane	(2)
Kennedy Middle School, 163 Mill Street	(3)
Wilson Middle School, 24 Rutledge Road	(4)
Wilson Middle School, 24 Rutledge Road	(5)
Lilja School, 41 Bacon Street at Oak Street	(6)
Community-Senior Center, 117 East Central St.	(7)
Morse Institute Library, 14 East Central St.	(8)
Community-Senior Center, 117 East Central St..	(9)
Memorial School, 107 Eliot Street	(10)

Tax Bills: Due and payable in quarterly installments. Interest accrued on all taxes, betterments and liens not paid by the due date, at the rate of 14% per annum, on the unpaid balance, from the due date to the date of payment.



Board of Selectmen

2013

ELECTED TOWN OFFICIALS

TERM EXPIRES

Board of Selectmen	Gloff, Carol A., Chair	2014
	Ostroff, Joshua, V. Chair	2015
	Mabardy, Nicholas S., Clerk	2014
	Jennett, Richard Jr.	2016
	Hughes, Charles M..	2016
Board of Assessors	Dangelo, Janice M..	2016
	Hansen, Stephen	2014
	Reed, Molly K.	2015
Board of Health	Breda, Donald	2016
	Cole, Alan G.	Phys. To Bd.
	Delli Colli, Peter A. DMD	2015
	Wong, Ian L.	2014
Constables	Cigna, Ross	2016
	Flynn, Kevin	2016
	Lamont, Arthur	2016
	Lavezzo, James	2016
	Roche, Stephen	2016
	Winer, Michael G.	2016

Housing Authority	Ball, Erica	2015
	Foss, Charlene B.	2016
	Kiely, Margaret E. (Governor's appointee)	2017
	Ostroff, Jeanne W.	2018
	Parish, David P.	2014
Moderator	Foss, Frank W.	2016
Morse Institute Library		
Board of Trustees	Donovan, Kathleen	2016
	Goodman, Elliot M..	2016
	Keefe, Joseph A. Dr.	2016
	Mazor, Gerald	2016
	McCoubrey, Sally L.	2016
Planning Board	Evans, Teresa M..	2013
	Glater, Glen	2015
	Meyer, Andrew J.	2016
	Munnich, Julian J.	2017
	Nottonson, Peter	2014
Associate Member	Wadsworth, John	2014
Recreation & Parks Commission	Fair, Michael J.	2014
	Griffith, John	2014
	Ordway, Jessica	2016
	Ordway, Davis Sr.	2016
	St. Hilaire, Mark	2015
School Committee	Blanchard, Anne E.	2016
	Campbell, Thomas	2016
	Coburn, Frederick Jr.	2014
	Laurent, Paul	2016
	Margil, David S.	2015
	Mistrot, Amy K.	2014
	Reed, Firkins	2015
Town Clerk	Diane Packer	2016

COMMITTEES APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Affordable Housing Trust Fund	Ball, Jay	2014
	Duncan, Laura (Banking Rep.)	2015
	Glater, Glen (Planning Bd. Rep.)	2015
	Gloff, Carol A. (Selectmen Rep.)	2015
	Johnson, Randy (Construction Rep.)	2015
	Kramer, Glenn (Attorney Rep.)	2014
	Marshall, Scott	2014
	Pasquale, Barbara D. (R.E. Rep.)	2015

Audit Advisory Committee	Berelowitz, Saul	2015
	Collins, Cathleen (Fin Com. Rep.)	2016
	Hughes, Charles M.. (Selectmen Rep.)	2016
	Meyler, Stephen (School Com. Rep.)	2016
	Shusterman, Gerald	2014
Bacon Free Library Maint. Cmte.	Collins, D. Michael	2016
	Fox, Ruth	2014
	Manning, John	2016
	Wilson, Steve	2015
Bicycle/Pedestrian Adv. Cmte.	Decker, Ronald	2015
	Hawley, Glynn	2016
	Kiely, Meg	2014
	Levinson, Heather	2016
	Magee, John	2014
	Pope-Lance, Deborah	2014
	Sullivan, Michael	2015
Cable Advisory Board	Thayer, Chris	2015
	Avitzur, Michael	2016
	Feak, Rodney	2014
	Jones, Martha	2015
	Ordway, Ronald	2014
	Pinsley, Arnold	2015
Cochituate Rail Trail Adv. Cmte.	Szretter, Hank	2015
	Barrera, Joel	2016
	Camacho, David	2015
	Griffiths, John (Recreation Rep.)	2014
	Henderson, Janice	2014
	Henry, Peter	2016
	Magee, John (Bicycle & Ped AC Rep.)	2015
	Ostroff, Joshua (Selectmen Rep.)	2016
	Reffett, Patrick (Community Devl. Rep.)	2015
Community Devl. Adv. Cmte.	Schoenig, William (Planning Bd. Rep.)	2016
	Duncan, Laura (Banking Rep.)	2016
	Glater, Glen (Planning Board Rep.)	
	Gloff, Carol (Bd. of Selectmen Rep.)	
	Gove, Marjorie	2015
Conservation Commission	Mulkerron, Paul (Real Estate Rep.)	2014
	Bain, George	2015
	Gardner, Mathew	2016
	Makofsky, Jason	2014
	Raftery, Bernard	2016
	Rehl, Kathy	2014
	Richards, Jeffrey	2015
	Shepard, Douglas	2016

Contributory Retirement Bd.	Cahill, Virginia (Interim Comptroller)	Ex. Officio
	Drew, Robert J.	2014
	Given, David A.	2015
	Melchiorri, Michael	2014
	Reardon, B. Michael	2015
Council on Aging	Greenstein, Donald	2014
	Hayre, Dylan	2014
	Hill, Joan	2015
	Lynch, Ann	2014
	Merkowitz, Harriet	2016
	Mulcahy, Nancy	2016
	Oakley, Karen	2015
	Salamoff, Susan	2015
Associate Member	Watjen, M.. Susan	2016
	Ostroff, Jeanne W.	
Cultural Council	Bloomenthal, Steven	2015
	Cosmos, Jeanne	2015
	Dave, Swati	2015
	Keefe, Joseph	2015
	Shenker, Barbara	2015
	Williams, Katherine	2014
Economic Development Cmte.	Attia, Joseph	2015
	Jennett, Richard P., Jr. (Selectmen Rep.)	2014
	Joseph, Paul	2016
	Laughlin, E. Scott	2014
	Landry, Douglas	2015
	Reffett, Patrick/Gallerani, Michael (Alt.)	2014
	Roberts, Stacey	2016
	Shamoian, David	2016
	Supple, Chris	2014
Elderly/Disabled Taxation Fund	Adams, Sheila	2016
	Dangelo, Jan (Board of Assessors)	
	Letner, Ralph	2015
	Roche, Stephen G.	2014
Historical Commission	Evers, Stephen	2015
	Goodman, Elliot	2014
	Lyster, Virginia	2016
	Mancini, Anna	2013
	Redbord, Adam	2013
	Sullivan, Maureen	2014
Alternate Members	Balcom, Margarita	2015
	Rybacki, Michael	2014

	Sheinmen, Patti	2015
Historic District Commission	Collins, D. Michael	2014
	Furrer, Jeannine K.	2016
	Labrie, Matthew	2015
	Marr, Patricia	2016
	McCue, Matthew	2014
	Milford, Christopher	2015
	Parnas, Jean Pierre	2015
Alternate Member	Subber, Adam	2015
Information Systems Adv. Bd.	Drolet, Lawrence	2016
	Gillenwater, Todd	2015
	Holz, John	2016
	Pyman, Aaron	2016
	Szretter, Hank	2015
	Varnum, James	2014
Katherine L. & Waldo Kennedy Trust Fund	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Lookout Farm Adv. Cmte.	Bois, Robert (Con. Com. Adm.)	
	Chisholm, Christine (Dept. Agriculture Rep.)	
	Connolly, Michael (Building Insp.)	
	Mabardy, Nicholas (Bd. of Selectmen Rep.)	
	Shoemaker Ott, Sarah	2015
	Rehl, Kathy (Con. Com. Rep.)	
	Soderholm, Ken (Planning Board Rep.)	
	White, James (Board of Health)	
	Yannes, James A.	2015
MathWorks Scholarship Cmte.	Daniel, Valerie	2015
	Freitas, Lenore K.	2014
	Lightcap, Eric	2015
	Rosenberg, Steven	2016
Natick Center Cultural District	Elizabeth, Amy (Cultural Council Rep.)	
	Evans, Terri (Planning Rep.)	
	Girardin, Denise	
	Joseph, Paul	
	Lavalley, David	
	Levinsky, Steve	
	Levy, Michelle	
	McEacherin, Ginger	
	Ostroff, Joshua (Bd. of Selectmen Rep.)	
	Polansky, Kevin	
	Scott, Betty	

	Stetson, Linda	
	Sullivan, Maureen (Historical Commission Rep.)	
	White, Martha (Town Administrator)	
	Young, India	
Open Space Adv. Committee	Coffey, David	2014
	Evans, Terri (Planning Board)	2014
	Kessel, Martin	2015
	Helser, Matthew	2016
	Linehan, Michael	2016
	St. Hilaire, Mark (Recreation Rep.)	2016
	Shephard, Douglas (Consv. Com. Rep.)	2015
Real Property Disposition Cmte.	Collins, Michael (Citizen at large)	
	Hickman, Robert (Finance Committee Rep.)	
	Landry, Douglas (Citizen at large)	
	McGovern, Kelly (Citizen at large)	
	Nottonson, Peter (Planning Board Rep.)	
	Soderholm, Ken (Citizen at large)	
	Subber, Adam (Citizen at large)	
	Swiniarski, Christopher (Citizen at large)	
	Tullie, Kathleen (Citizen at large)	
	White, Martha (Town Administrator)	
Recreation & Parks Commission	Levine, Seth	2016
	Shea, Susan	2014
	Szretter, Wayne	2015
	Tutuny, Greg	2016
Recycling Study & Adv. Cmte.	Davis, Scott	2015
	Gaziano, John	2014
	Linehan, Michael	2015
	Magnoni, Diana	2014
	Miller, Terry	2015
	Vickers, Brinley	2014
Registrars of Voters	Awkward, Robert (Democrat)	2015
	LeFleur, Sandra (Republican)	2016
	Northgraves, Nancy (Republican)	2014
	Packer, Diane (Town Clerk)	2016
Walcott Fund Bd. Of Mgrs.	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Youth Advisory Board	Azaria, Ruth	2015
	Chouinard, Margaret	2015
	Lagan, Sarah	2015

	Lemnios, Ashley	2015
	Ordway, Chautauqua	2015
	Wallace, Jake	2015
Special Municipal Employees	Natick Auxiliary Police	2014
	Cable Advisory Board	2014
	Constables	2014
	Moderator	2014
Zoning Board of Appeals	Coughlin, Kathryn	2016
	Godin, Laura	2014
	Havener, Robert	2014
	Landgren, Scott	2014
	Mulkerron, Paul	2015
Associate Members	Odunukwe, Chike	2014
	Polansky, Kevin	2016
	Swiniarski, Christopher	2015

<u>COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR</u>	<u>TERM EXPIRES</u>
---	---------------------

Commission on Disability	Breda, Ann M..	2014
	Carew, Paul	Town Liaison
	Chernak, Kenneth	2014
	Harnish, Jennifer	2014
	Kelley,Timothy	2015
	Murray, Matthew	2015
	Peters, Susan	2016
	Rich, Michael S.	2016
	Sherizen, Joan	2016
	Zalt, Lori	2015
Golf Course Oversight Cmte.	Chandley, Kevin	2016
	DiMasi, Nicholas	2016
	Fair, Arthur B.	2016
	Healey, Robert	2015
	Richards, George L. III	2015
Personnel Board	Cartier, Tom	2014
	Levinsky, Steven	2015
	Ojimba, Erisa	2016
	Rosenman, Alan	2014
	Salamoff, Susan	2016
Safety Committee	Hladick, Thomas, (DPW Rep.)	
	Hick, James (Police Chief)	
	Hurley, William (School Rep.)	
	Lauzon, Brian (Lieutenant, Police Dept.)	
	Melchiorri, Michael (Building Insp.)	
	Ordway, Ronald	

Reffett, Patrick, (Community Devl.)
 Slamin, John
 Ward, Robert Sr.

<i>MISCELLANEOUS BOARDS & COMMITTEES</i>	<i>TERM EXPIRES</i>
Design Review Board	Chouinard, Wayne (Planning Bd. Rep.) Keller, Saralyn (Planning Bd. Land) Mancini, Anna (Historical Com. Rep.) Shimshoni, Avigail (Downtown Rep.) Traficonte, John (Planning Bd. Arch.)
Trails Maintenance Committee	Conaway, Pat 2014 Hanna, Sara 2016 Watjen, Robert 2014 Michalopoulos, Greg Severance, Robert
Town Forest Committee	Frykman, Peter 2014 Gay, Francine 2016 Kessel, Irene 2016 Perkins, Peter 2016 Petro, Tony 2014

<i>COMMITTEES APPOINTED BY THE MODERATOR</i>	<i>TERM EXPIRES</i>
Finance Committee	Adelman-Foster, Karen 2016 Barerra, Mari 2015 Brown, Jimmy 2014 Ciccariello, John 2016 Collins, Cathi 2016 Coughlin, Cathy 2014 Evans, Bruce (Vice Chair) 2015 Everett, James (Clerk) 2014 Ferrari, Michael 2016 Freedman, Jonathn (Chair) 2016 Hayes, Patrick 2015 Kelleher, Mark 2014 Pierce, Jerry 2015 Resmini, Chris 2014 Shooshanian, Ed 2014

<i>OFFICIALS APPOINTED BY BOARD OF SELECTMEN</i>	<i>TERM EXPIRES</i>
Police Chief	James Hicks 2014
Interim Comptroller	Virginia Cahill
Director of Veterans Services	Paul Carew
Emergency Management Director	Chief James Hicks

Fire Chief	Acting Chief Richard White	
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Lock-Up-Keeper	James Hicks	
Parking Clerk	Elizabeth Kelley & Thaddeus Jankowski	
Regional Transportation Advisory Council	Martha L. White	
Rep. To MBTA Advisory Board	Joseph Weisse	2016
Rep. To Metropolitan Area Planning Council	Theresa Evans	2016
Alt. To Metropolitan Area Planning Council	Joshua Ostroff	
Rep. To Mass. Water Res. Auth. Adv. Council	Craig Leiner	2015
Rep. To So. Middlesex Opportunity Council	Dorothy Kennedy	2014
Reps. To Metrowest Regional Collaborative	Joshua Ostroff - Peter Nottonson	
Reps. To So. Middlesex Regional Voc. School	Tassos Filleles	2015
	Stephen Kane	2014
Rep. To Metrowest Reg. Transportation Auth.	Charles M.. Hughes	
Town Counsel	John Flynn, MHTL	2014
Veterans Burial Officer	Paul Carew	
Town Administrator	Martha L. White	2014
Fair Housing Officer	Joseph Merkel	
Liaison to State Ethics Commission	Richard Tranfaglia	

<i>OFFICERS APPOINTED BY THE TOWN ADMINISTRATOR</i>		<i>TERM EXPIRES</i>
Community Development Director	Patrick Reffett	
Deputy Town Administrator	Michael Walters Young/William Chenard	
Interim Director of Department of Public Works	Thomas Collins	
Animal Control Officer	Keith Tosi	
Building Commissioner	David Gusmini	
Local Building Inspector	Michael Connelly	
Superintendent of Recreation & Parks	Jon Marshall	
Sealer of Weights & Measures	Joseph Mulvey CS	
Town Treasurer/Collector	Thaddeus Jankowski	2016
Tree Warden/Insect & Pest Control	Arthur Goodhind	

*CS - Civil Service

Section I

Reports from Town Departments, Committees, Boards, & Commissions

General Government

Board of Selectmen & Town Administrator

An ambitious set of goals drove the work of the Board of Selectmen and Town Administrator in 2013, and much was accomplished in support of our central mission of providing excellent services at a good value to Natick's residents and taxpayers.

As stated in our 2012 annual report, our overarching goal is to ensure that the Town's fiscal condition and long-range financial outlook are sound and strong. In ways large and small, the vast majority of our other efforts either directly or indirectly are intended to enhance the Town's fiscal condition. By protecting the Town's fiscal outlook, we ensure continued delivery of valued services while minimizing – to the greatest extent practical – undue taxpayer impacts.

In 2013, numerous creative and cost-saving initiatives were undertaken. With Town Meeting's approval we established in-house course maintenance for the Sassamon Trace Golf Course (rather than continuing with contract services). In just one season, this crew has demonstrated a proactive approach to course maintenance, resulting in cost savings and a more attractive course.

The Department of Public Works completed substantial cost-saving initiatives in 2013. First, all street lights (but for the decorative lights in Natick Center) were replaced with highly efficient, low-maintenance LED lights. This project was funded entirely through grants totaling \$141,332 plus additional savings through a performance-based contract. The expected annual savings through reduced energy consumption is over \$90,000, in addition to reduced maintenance costs. Also, with Town Meeting's support, the DPW brought curbside recycling service in-house, rather than continuing with contract service. The anticipated average annual savings through this initiative is over \$105,000. (Further information about this program is provided on the inside front cover of this Town Report).

As another means of reducing costs, we consistently seek grant funds in support of programs and initiatives, and 2013 was another successful year in this regard. The Morse Institute Library received a \$30,000 grant in support of their ongoing Veterans' Oral History Project, as well as a \$38,000 contribution from the Friends of the Morse Institute Library for the purchase of Speed Read Books and Museum Passes, and in support of Natick Reads and other library programs.

The Department of Public Works obtained several substantial grants. The Water/Sewer Division installed energy efficient upgrades using a grant of \$40,156; anticipated annual energy savings is approximately \$35,000. In addition, a grant of over \$126,000 was awarded to develop an energy conservation plan for the Town's water treatment plant. And, in conjunction with the previously mentioned in-house curbside recycling program, a grant of over \$162,000 funded the recycling totes that were distributed to residents. In addition, the DPW applied for reimbursement of the extensive costs associated with the February 2013 blizzard; over \$189,000 was awarded by FEMA.

The Community Services Department also received several grants in 2013. The Council on Aging receives annual support from the MA Executive Office of Elder Affairs. In 2013, their grant of \$45,514 was used to support a range of healthy aging initiatives and our volunteer services programs. In addition, the Friends of the Natick Senior Center contributed \$14,277 to underwrite monthly newsletters, special events and the like. The Recreation and Parks Department received a grant of \$16,000 from local non-profit Parents Association of the Handicapped (PATH) in support

of the extensive programming for handicapped youth of Natick and the region. In addition, the Natick Community Organic Farm was awarded \$10,000 from the Massachusetts Society for Agriculture for the construction of a high volume compostable storage facility.

The Community Development Director secured a substantial grant of \$2.5 million from the MassWorks Infrastructure Program for the reconstruction of Kansas Street. This project is a collaborative effort between the Town of Natick and the Natick Soldiers Systems Center.

The Natick Fire Department's \$20,000 grant from the MetroWest Health Foundation supported their initiative to provide CPR training for Natick High School students.

The Natick Police Department added a key resource funded entirely through a grant from the Stanton Foundation as well as numerous donations from local businesses. Axel, a one year old German Shepherd, was acquired and trained, and now serves in support of Police Department personnel, including searching for lost persons, apprehending criminals and more. The Police Department received several other grants, totaling over \$115,000, used to fund training and overtime costs for dispatchers; development of a quality assurance process for Emergency Medical Dispatch; support of our emergency management needs, including replacement of equipment and purchase of items associated with emergency sheltering, including animal crates and medical supplies; purchase of protective vests, radios and other equipment for the Town's Auxiliary Police and more.

This list is far from complete, and does not include grants in amounts under \$10,000. Such smaller grants add up quickly and are often used to supplement Town funding for ongoing operations or to offer one-time or unique programs. The Annual Reports from these and other departments will likely provide additional information about these and other grant-funded programming.

The Office of the Town Administrator and Board of Selectmen successfully completed a technological advancement in 2013 through our posting of meeting agenda materials on-line. We no longer produce paper copies of agenda materials (often 100 pages or more); instead all documents that explain or support agenda items are available electronically. During meetings, Board members access and follow through agenda materials on Town-supplied i-Pads. One of the greatest benefits of this advancement is that agenda materials are publicly available prior to the meetings; interested parties can even follow along with the Board during televised meetings.

In 2013, the Board and Administration continued to focus attention on Natick Center and its advancement as a Cultural District, as designated by the Massachusetts Cultural Council, as well as its role as the center of activity for the community. Parking continued to be a major discussion point. The Board of Selectmen appointed a Parking Advisory Committee to evaluate options and opportunities to better utilize existing parking through improved management practices, assess the demand for additional parking based on existing and potential occupancy, and recommend options to meet the identified demand. Parking issues have proven vexing for many years, with widely divergent opinions as to whether there is a parking shortage and, if so, how such a shortage might best be resolved. The Board and Administration are hopeful that the work of the Parking Advisory Committee will bring clarity and vision with respect to the many issues and challenges associated with parking in Natick Center.

Pursuant to Natick Center's designation as a Cultural District, and consistent with the resulting Agreement between the Board of Selectmen and Natick Center Associates, the Natick Center Cul-

tural District Advisory Board was established. The Advisory Board is responsible for developing and implementing programs to advance the cultural attributes of Natick Center consistent with the guidelines of the Massachusetts Cultural Council and tailored to the unique attributes and characteristics of the community.

At the 2013 Spring Annual Town Meeting, \$30,000 was appropriated for the development of a Strategic Plan and related initiatives in support of the Natick Center Cultural District. Subsequently, the Advisory Board entered into contract with Carlisle and Company for development of a Strategic Plan, and developed a budget for the advancement of public art, development of a branding and marketing strategy, and the production of a cultural festival. These programs are supported not only by the Town Meeting appropriation but also by grants from the MA Cultural Council Adams Grant and the MetroWest Tourism and Visitors Bureau, as well as in-kind contributions and funding from the Walnut Hill School for the Arts.

In 2013, considerable attention was devoted to the goal of improving and expanding walking opportunities for residents. Through a grant from the MetroWest Community Health Foundation, the Safe Steps program was developed; this program has three elements. First, research was conducted to identify where people walk for community, recreation and wellness, where residents would like to walk but can't do so, and any other reasons that they do not walk to school, work and other destinations. This stage also involved a community survey and, with the use of a team of volunteers, field assessments of sidewalk conditions. The second stage involved engineering services to identify and develop costs for appropriate solutions to prioritized areas such as new sidewalks, crosswalks and walking paths to improve pedestrian conditions. The final stage will involve development of programs to encourage people to walk more often for health reasons and other benefits. The Safe Steps program recommendations will be considered for future capital planning. It is important to note, however, that development of new sidewalks is very costly, and limited right-of-way width, drainage challenges and other factors often present substantial obstacles. The capital investment associated with sidewalk development will be considered along with the Town's other capital needs; this will certainly be a multi-year effort but, with the plan that will be developed through the Safe Steps program, we will be able to properly prioritize our investments.

Through a related effort involving a dedicated and hard-working group of volunteers, led by resident Pat Conaway, many of the community's open spaces have been cleared of litter and overgrowth thus expanding and enhancing opportunities for walking through our extensive trail system. Also this year, the Open Space Committee initiated an update to the Town's trail map to enhance awareness and utilization of this important resource.

With Town Meeting's support, we were able to add key positions this year, including an Economic Development Planner and Information/Communication Officer. Michael Gallerani started work in the Economic Development position in November. Among other qualifications, Michael previously served as Economic Development Director for the Town of Plymouth. Kathy Lentini began work as the Information/Communication Officer in October. Kathy previously worked for several years as Director of Information Systems for a major Boston law firm. Our request to establish these new positions came after careful evaluation of the community's needs, the budget impacts associated with added personnel, and the service enhancements that we will be able to deliver by adding these positions. We very much appreciate Town Meeting's support for this funding!

We experienced transitions in several other key positions in 2013. Long-time employee Dick Cugini retired from his position as Community Services Director and, in April we welcomed Jemma

Lambert to this position. Jemma has a rich background including delivery of service to senior citizens and veterans, oversight of social service delivery and extensive training and experience in team building and community engagement. Michael Melchiorri, who served as Building Commissioner for many years, retired in 2013. In September, David Gusmini was appointed to this position. David's interest in this position was very welcomed as he had previously served as a Building Inspector for Natick before transitioning to the Building Commissioner position for another community. David's experience and familiarity with Natick will serve us well, and his commitment to and expertise in technological solutions will enable the department to make significant advancements in their storage and sharing of vast amounts of permit and related information.

Water/Sewer Division Supervisor Jack Perodeau – another long-time employee – retired in 2012. Assistant Supervisor Anthony Comeau was promoted to the Supervisor position in July, 2013. Tony has extensive familiarity with the Division's operations, and he possesses advanced Water and Treatment licenses, both of which well qualified him for this appointment. Tony's leadership style and collaborative approach have enhanced operational efficiencies within the Water/Sewer Division.

In 2013, the Board of Selectmen and Interim Comptroller Virginia Cahill agreed to terms for Ginny to serve in this position as a Town employee; she had been serving in a consulting capacity. This transition was very welcome as Ginny has very much become a part of our leadership team and she possesses a thorough knowledge of all aspects of the position of Comptroller. Ginny's appointment as an employee is scheduled for February 2014.

Also in 2013, Deputy Town Administrator/Finance Director Michael Walters Young announced his intent to relocate to Tennessee in support of his wife, who was accepted into a PhD program at Vanderbilt University. In his 5½ years of service to the community, Michael vastly improved our budget and other finance documents. Within just a couple of years after Michael's arrival we were the proud recipients of the Government Finance Officers' Association Distinguished Budget Award for the quality and clarity of our budget documents. Michael's studies and financial analyses of various operations allowed us to evaluate options with a thoroughness and accuracy not before possible.

Michael was first hired as Deputy Town Administrator, with the Finance Director responsibilities being assigned shortly before the passing of Bob Palmer in June of 2012; Bob had long served as the Town's Collector/Treasurer and Finance Director. Over time, it became apparent that the management responsibilities associated with Finance Director position were so substantial that very little time was available for the general operational responsibilities associated with the Deputy Town Administrator position. Ultimately, and again with the support of Town Meeting, two Deputy Town Administrator positions were authorized. In December, we announced that Jeff Towne had been hired as Deputy Town Administrator/Finance Director. Jeff came to us from the City of Gloucester where he was serving as Finance Director. Jeff's extensive knowledge of all municipal financial operations, as well as his leadership, vision and team-building skills will enable us to build upon and enhance our solid fiscal condition.

In addition, Bill Chenard, who was presently serving as DPW Director, was promoted to the position of Deputy Town Administrator for Operations. Bill had well-established himself as an innovator focused on cost-efficiencies and performance evaluation, and his comprehensive knowledge of the breadth of municipal operations certainly qualified him for the additional responsibilities associated with the Deputy position.

In December 2013, the Board of Selectmen voted to reappoint Martha White as Town Administrator for a three-year term beginning July 1, 2014. Martha was initially hired in September 2006 as Deputy Town Administrator and served as Interim Town Administrator from April to October, 2007, at which time she was appointed as Town Administrator.

While numerous management-level personnel changes have been noted in this report, the Board of Selectmen and Town Administrator wish to thank employees at all levels within the organization for their hard work and dedication to their operations and service to the residents of this community.

We are also grateful to the many volunteers who help ensure the effective accomplishment of the Town's business. Between the Board of Selectmen and the Town Administrator, residents are appointed to no fewer than 30 volunteer committees. The dedication and vision demonstrated by literally hundreds of volunteers every year helps make Natick such a unique and wonderful community.

Personnel Department

This was an active and productive year for both the Personnel Department and the Personnel Board. The Board recommended and Town Meeting approved the creation of Grade 6 for the non-union Classification and Pay Plan; the positions of Police Chief, Fire Chief, and Deputy Town Administrator/Finance Director were classified in this new Grade 6. In addition, the Director of Community Development position was elevated to a Grade 5.

The department was very busy throughout the year fulfilling our responsibility to solicit strong candidate pools, interview qualified applicants and identify individuals best suited to fill personnel vacancies across all general government departments. In 2013, 764 applications were submitted for various vacancies, which represented a 55% increase over the prior year. Several of the vacancies were the result of retirements or resignations, including management positions (Community Services Director, Building Commissioner, and Water/Sewer Supervisor) as well as numerous support positions. In addition, Town Meeting supported the creation of several new positions that were filled in 2013, including Economic Development Planner, Communication/Information Officer, Special Assistant to the Director of Community Services (which position does not add to the "head count" within the department due to the phasing-out of another position), and Personnel Coordinator. We also created several new positions at Sassamon Trace Golf Course such that course maintenance would be performed in-house; previously the course was maintained by a private contractor. This change has saved money while improving the condition of the course.

Toward the end of 2013, we were developing plans for the replacement of our Deputy Town Administrator/Finance Director, who was relocating out-of-state. A determination was made to create a second Deputy Town Administrator position for Operations, and by the end of the year the current Director of Public Works – William Chenard – was selected for the Operations position, while the Finance Director from another Massachusetts community – Jeffrey Towne – was selected for the Finance Director position.

Also during 2013, the Board of Selectmen and Town Comptroller, who had been fulfilling that role in a consulting capacity, agreed to terms for the incumbent to become an employee of the Town; that status will be effective in February of 2014.

Several retirements are anticipated in 2014; we continue to develop sound succession plans to ensure continuity of quality service to the community.

A recent initiative that has proven very valuable to our succession planning and employee development efforts is our identification of candidates to participate in a ten-week Leadership Development Program; in 2013 eight employees were selected to participate. These employees were chosen based on their keenness for advancement within the organization and demonstrated ability to take on greater and more complex responsibilities. Each participant has reported that the program was very valuable and better prepared them for leadership positions.

In addition, several departments were approved to send employees to specialized training in our ongoing effort to enhance employee skills and development while inspiring personal achievement.

Importantly, the Personnel Director served as a training resource to Department Heads with respect to annual performance review of non-union employees; these evaluations are associated with the

merit-based pay program now in its third year.

The Department also initiated and implemented two new benefits for Town and School employees. The 529C Plan allows employees to direct a portion of their pay, on a pre-tax basis, toward their children's college expenses. In addition, the Town of Natick, along with Needham, became a member of the Wellesley municipal credit union, providing our employees with easy access to the programs and benefits offered by this institution.

The Personnel Department was pleased to have been able to offer programs designed to enhance employees' work experience and job satisfaction, develop camaraderie, and ensure that the Town's appreciation of their good work is evident. Such programs include periodic Lunch & Learn seminars, at which topics such as personal finance, care for elderly family members and more are discussed. In addition, we again provided the ever-popular annual Employee Appreciation Cookout, secured group discount tickets to the Providence Bruins for employees and their families, and provided *Café 13 East* on a year-round basis. Café 13 East is a staffed lunchroom in the Town Hall, facilitated by the Natick School Department's food service program. Further, our commitment to employee wellness was evidenced by, among other initiatives, the largest participation to date in the Global Corporate Challenge walking program led by the Morse Library Director Linda Stetson.

The Town's Benefits Manager Linda Clark also had a very busy year. Ms. Clark oversees and administers health insurance and related programs for over 1,600 Town and School employees as well as Town retirees. Ms. Clark is responsible for the implementation of deductions associated with 16 union contracts – typically renegotiated every 2-3 years, frequent changes in relevant laws and regulations, notifications to employees and retirees, and much more. Her commitment to courteous, personalized and accurate service to the employees and retirees must be acknowledged and is certainly appreciated.

On behalf of Town Administration, the Personnel Board, and the Personnel Department, I am pleased with the progress and combined dedication to enhance the skills and abilities, as well as the programs and service that benefit our most valued asset - *The employees of the Town of Natick*.

Respectfully submitted,

Richard D. Tranfaglia
Director of Personnel

Town Counsel

2013 was a spirited year for legal issues. The most frequent issues concerned the Board of Selectmen, conservation, contracts, DPW, licensing, litigation, planning and subdivision, real estate, Town meeting, zoning, conferences and telephone conferences with Town personnel and advice to Town personnel.

Town meeting authorized the Board of Selectmen to submit a home rule petition to exempt the position of Deputy Chief of Police from the Civil Service Law; amended the Personnel By-Law to eliminate the sick leave buy back program, with transitional provisions for certain long-term employees; increased the property tax exemptions for elderly persons, disabled veterans and blind persons; accepted a statute authorizing the Board of Selectmen to establish a veterans real estate tax work-off program; amended the By-Laws to provide that employees shall not be required to obtain Board of Selectmen approval to participate in the veterans' property tax work-off program or the senior property tax work-off program; authorized the Conservation Commission to lease the Natick Community Organic Farm property for up to thirty (30) years; authorized the Board of Selectmen to submit a home rule petition to allow the Board of Selectmen to grant an all alcoholic beverage license to the Center for Arts in Natick; approved a Table of Contents for codification of the Town By-Laws; amended the Natick Home Rule Charter to make several typographical changes; amended the Zoning By-Laws to provide a temporary moratorium through June 30, 2014 on medical marijuana treatment centers; amended the By-Laws to require applicants for certain licenses to submit to fingerprint-based criminal background checks arranged by the Police Department and to allow the Town to consider the results of such background checks in determining whether to grant such a license; accepted Main Street as a public way; amended the Classification and Pay Plan to include a Deputy Town Administrator/Director of Finance and a Deputy Town Administrator/Operations; adjusted the maximum reduction of the real property tax bill for participants in the senior property tax work-off program to be based on one hundred twenty-five (125) volunteer service hours in a tax year, rather than one thousand dollars (\$1,000.00); and amended the By-Laws to be consistent with current Massachusetts procurement law.

Procurement documents and contract were reviewed for: filter control panel modifications, Elm Bank variable frequency drive improvements, a DPW building second story addition, roadway improvements at various locations, improvements to Kansas Street and a portion of Main Street, lease purchase of LED street lights, street light energy management services, three (3) year sewer rehabilitation, landscaping of Town owned property, J.J. Lane Park site improvements, a J.J. Lane Park restroom building, on-call engineering services, tree pruning and cutting, water testing for Dug Pond and Pegan Brook, monitoring, reporting and operation for the gas collection and flaring system at the former Natick landfill, collection and disposal of recyclable materials, collection and disposal of household hazardous waste, lease purchase of golf course maintenance equipment, design of a Cochituate Aqueduct trail, appraisal of the CSX rail trail, appraisal of proposed easements on Main Street, a first amendment to the lease for operation and maintenance of the William L. Chase Arena, Recreation and Parks transportation, boiler replacement at the Cole Center, Johnson School and Memorial School, electrical upgrades for the Kennedy Middle School, window replacement at the Johnson School, sound attenuation for an air-cooled chiller at the Community/Senior Center, purchase of software and software maintenance for the Municipality integrated parcel management services system and the Novus Agenda system, a license for the Invoice Cloud system, broker services for sale of the property at 56 Everett Street, Morse Institute Library HVAC improvements, Bacon Free Library HVAC replacement, energy conservation and efficiency consulting services,

study and design of Natick Center MBTA station improvements, an amendment to the contract with the HOME Program Consortium, comptroller services, assessment centers for police lieutenant candidates and for police sergeant candidates; design services for repair and replacement of fire station bay doors, maintenance of revaluation software, an employment contract with the Police Chief; food service inspectional services, cleaning of Town-owned buildings, Memorial School softball field lights, a turf field and related improvements at the Cole Center; an amendment to the power purchase agreement with TransCanada Power Marketing, Ltd., a second amendment to the power purchase agreement with Ameresco Solar Natick, LLC, zoning maps update, restoration of Town-owned books, lease and management of the Natick Community Organic Farm, a community gardens manager, and lease of land for community gardens.

One (1) auto class 2 license case was resolved in favor of the Town. In one (1) zoning case the Land Court upheld the decision of the Zoning Board of Appeals. In another zoning case the Land Court reversed the Zoning Board of Appeals decision and remanded the case to the Zoning Board of Appeals. The decision by the Zoning Board of Appeals on remand in that case was appealed to the Land Court by the applicant and by abutters. That case was pending at the end of 2013. In addition, one (1) zoning case, one (1) gun case, one (1) cell tower case and one (1) water case were pending at the end of 2013.

Dick Cugini retired in 2013 after thirty-seven (37) years of admirable service to the Town of Natick in general and to Recreation and Parks in particular. We wish him a long, healthy and happy retirement.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP is a law firm of thirty-one (31) lawyers. Partners David DeLuca and Kathryn Murphy, associates Karis North, Bryan Le Blanc, Brandon Moss, Michael Maccaro and Lauren Galvin, and paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel matters in 2013. We thank the Board of Selectmen, Martha White, Michael Walters Young, Donna Challis, Maureen Fleming, Ann Wiles, and all Town of Natick employees and members of boards, commissions and committees for your assistance and support. It is a privilege to represent the Town of Natick.

MURPHY, HESSE, TOOMEY & LEHANE, LLP
By:

John P. Flynn

Town Clerk

The Town Clerk's Office serves as a gateway for the public with questions regarding local government services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses; raffle and bazaar permits, DBA certificates and maintains zoning and planning decisions. In addition, the Town Clerk is the clerk of Town Meeting and all election and Town Meeting records are maintained in the office. The Clerk is also the Chief Election Officer for the Town.

The Office of the Town Clerk, acting as the Town's Registrar of Vital Records recorded 421 births, 356 deaths and 164 marriages in 2013. In addition to registering new records, the office also issues certified copies of all vital records. During 2013 the office issued 1,590 birth certificates, 624 marriage certificates and 2,359 death certificates. The office also issued 293 DBA (Doing Business As) certificates and licensed 2,885 dogs during the year.

In 2013 the office administered the Town Census (street listing) to over 17,000 addresses. The information gathered through the Annual Town Census is used to update the annual list of residents. Distribution of the Town Census and compilation of the data is required by Massachusetts General Laws. In April, after the majority of Annual Census forms are received and processed in the office, the Board of Registrars mails confirmation cards to voters who did not respond to the census. The street listing and confirmation mailing is used to update and maintain accurate voting lists.

Natick held two Annual Town Meetings, one in the spring and one in the fall of 2013. The Annual Spring Town Meeting convened on April 23, 2013 and concluded its business in six (6) sessions dissolving on May 14, 2013. The Annual Fall Town Meeting convened on October 15, 2013 and concluded its business in three (3) sessions dissolving on October 22, 2013. Meeting minutes are included in this report and are available on the Town's website at www.natickma.gov.

During 2013, The Town Clerk and the Town Administration began the process of codifying the Natick Home Rule Charter and By-laws. This process will improve access to the laws of the Town and assure that the most recent changes are available to the public. This project should be completed by the end of 2014. At the 2013 Annual Fall Town Meeting, funding was appropriated to begin the process of improving the storage in the vault in the Town Clerk's office.

This year was very busy with four unscheduled elections and an extraordinarily large number of certifications of statewide petitions for the Fall 2014 elections. In addition, the office continues to increase the use of technology to improve access to information for both staff and residents. I would like to thank the Board of Registrars: Robert Awkward, Sandy LaFleur and Nancy Northgraves for their assistance during the elections. I would also like to thank Deb Blatz, Kerry Graveline and Nancy Hansen for their continued hard work and support.

Respectfully submitted,

Diane B. Packer, Town Clerk

Board of Registrars

The Board of Registrars, working with the Town Clerk's office conducted five elections during 2013. The Annual Town Election was held on April 9, followed by the Special State Primary and Special election to elect a Senator in Congress on April 30 and June 25 respectively. Following the election of Edward Markey as the new Senator, there were two more special state elections to elect a Representative in Congress; the Special State Primary on October 15 and general election on December 10.

Over the course of 2013 over 1,146 voters, either registered to vote or changed voter registration status, significantly lower than the 2,800 from the previous year. This was to be expected as the number of new voters is always highest prior to a presidential election. It was still a greater number than expected, most likely the result of the special elections.

The Board of Registrars conducts a very successful voter registration drive during Natick Days. In addition, the Board also participates in at least one other voter registration drive each year at Natick High School.

The results for all of the elections are included in this report and are also posted on the Town's website at <http://www.natickma.gov/town-clerk/pages/voting-and-election-information>.

Massachusetts General Laws require that the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the Annual Town Census. In 2013, the Board mailed approximately 5,300 postcards to voters who did not respond to the annual street listing mailing. In an effort to keep the list of residents and voters up to date, the Board of Registrars and the Clerk's office continue to inform the community regarding the importance of responding to the Annual Town Census. Using updated postal software the confirmation cards were mailed to non-respondents' current addresses. This greatly increases the number that we receive back, allowing us to delete voters who have moved. This process improves and enhances the accuracy of our voting lists.

The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to Michael Linehan, Adele Rosenthal and Helen O'Malley for their continued volunteer service to the Board of Registrars. Our elections run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and the Facilities Management Department.

I would like to take this opportunity to give a special thanks to Donna Lambert who served as a member of the Board of Registrars for six years. Donna was always willing to help out with everything from voter registration drives, Natick Days, testing the voting machines and of course on election night. A special thanks to her for her many years of service.

Respectfully submitted by Diane Packer on behalf of the Board of Registrars.

Robert J. Awkward
Sandra LaFleur
Nancy Northgraves
Diane Packer

Information Technology Department

Overview

For calendar year 2013, the Information Technology Department had a busy but in comparison with 2012, a relatively quiet year. Most IT activities were day to day operations but with the addition of a new IT Communications Specialist staff the IT Department is much better staffed to handle new application installations, existing application support and training.

The new IT Communications Specialist staff member joined the IT Department in October and immediately starting working on the migration of the Town's older website to the new one currently in place. This project involved learning how to work in the new Drupal website environment, syncing the old and new websites up until cutover and setting up and overseeing initial training as well as continuous follow up training with the many department heads and staff who are responsible for maintaining their department's web pages. The Town website was seamlessly cutover to the new platform on December 19th. Two other large and visible projects the IT Specialist will be working on is migrating the town to Google Apps and the installation of the Town's new MuniCity enterprise wide permitting system. The initial deployment of the permitting system will be in the Community Development department with Public Safety, Health and other Town departments coming online at a later date. Modules that allow online permit accessibility and mobile applications for the inspectors were also purchased.

Other notable mentions are the upgrade of the Public Safety Dispatch software and hardware, replacement of older network switches, working with facilities and the Recreation and Parks staff to pull cat6 cable to improve the data and voice infrastructure at the Cole Center to add more networking/voice drops and wireless access points and working with the School Department to upgrade the Brown School's phone system to the new ShoreTel Voice Over IP (VOIP) telephone system currently used in the new High School and Community-Senior Center.

On top of these projects are the day to day operations where we continue to provide broad based computer and telephone services to municipal employees as well as services provided to the community via the Town web site. This includes upgrading and replacing aging and obsolete equipment such as PCs, printers, uninterrupted power supplies (UPS) and network data switches. Data services include but are not limited to network administration, database administration, web site support, network security, end-user support, hardware and software deployment/upgrades/maintenance/troubleshooting and municipal staff training. Telephone services provided by the IT department include PBX administration, installation, system configuration, deployment, voice mail account management, transaction box design, end-user support, equipment upgrades and providing a point of contact with the telephone vendor.

Information System Advisory Board (ISAB)

The Information Technology Advisory Board (ISAB) has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. The ISAB also went through some changes in 2013, increasing the board size from 5 to 7 members and increasing meetings from quarterly to monthly. The ISAB is updated on all Town and School IT projects including conducting departmental reviews to assess IT needs; provided advice and assistance and helped review and attend the vendor walk thru of the Community Senior Center Distributed Antenna System to provide improved cell coverage in the building (which proved too costly to pursue), security concerns and the new Town website. I personally would like to extend a 'Thank you for your time and concern' to all of the Board members.

Services

On a day to day basis the IT Department provides critical core services for the Town's telephone and computer networks. The administration and support of these complex networks and systems that run on them, account for a substantial amount of the department's resources and budget. The IT Department is currently responsible for the administration and maintenance of the following large systems:

- Tyler Technologies MUNIS© Financial Software
- NEC 2400 PBX Telephone System – 15 switches, ~702 telephones, Voice Mail Server, Call Accounting Server
- ShoreTel VOIP Telephone System and Voice Mail Server
- Town Computer Network – 300+ PC's/Laptops/tablets, 34 servers, switches, INET fiber optic networking equipment, etc...
- Town Intranet and Internet web sites
- Internet Access, Email, Network Security - Firewall
- Disaster Recovery, system backups, data replication systems
- Antivirus/Malware protection, Anti-spam screening for email

It should be noted each bulleted item has numerous subsets of responsibilities. This is a summarized list of work related activities and services provided by the IT Department.

Natick INET

The Town INET is a fiber optic network installed and maintained by cable company RCN as part of their license agreement with the Town. The INET provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four (4) *single* mode optical fibers with the exception of the Natick High School which has six (18) *single* mode optical fibers. Additional INET connections were added at the LFNR shed/press box, baseball field, Golf Course Maintenance Shed as well as Town wells and pumping stations. Though not part of the RCN cable agreement, as mentioned earlier, twelve (12) additional fibers were added to connect the new High School to the Public Safety Building.

The benefits of running all Town telephone, video and computer services over a private fiber optic network are significant in terms of cost savings and speed of access (network bandwidth).

The Town's INET network has remained a stable and valuable asset to the Town and reliability of the network has continued to be an impressive 100% uptime.

Natick Web Site (www.natickma.gov)

The Town web site is hosted by Virtual Town Hall (VTH), a company that specializes in designing and hosting municipal web sites. In addition, the Town maintains its own website server providing online mapping and assessment inquiries. Virtual Town Hall features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing anyone to sign up for an email of a posted document(s), which could include public meetings, agendas, schedules, minutes, etc.

Although the Web site is hosted by Virtual Town Hall, all Town Departments are responsible for providing, maintaining and updating their department's content on the site. All departments have

the ability to add/remove documents within their web site segment; create and edit their web pages as well as add and remove links on the web pages without any in-depth knowledge of web page design.

As mentioned above, in December 2013, the website was upgraded to the Drupal platform which gave it new functionality and esthetics but also required the Town staff responsible for maintaining the website to be trained on the Drupal platform.

The Information Technology Department assists departments in providing information on the Town web site. In addition to researching web site design and content in general, we also review other municipal web sites for additional ideas and/or services offered which would enhance the Town's online presence. The web site provides 24 hour access to Town services.

The Online Bill Payment service has also been expanded with the addition of the InvoiceCloud online bill presentment and payment system. This system is currently processing Real Estate and Personal Property bills but will soon be processing Motor Vehicle Excise bills as well.

The web site is continually reviewed for timeliness and accuracy of content. We encourage public input as a means to help improve the services provided by the Town web site.

Security, Viruses, Adware, Spyware and Malware

As with most networks connected to the Internet, protection from hackers, spammers, malware and viruses is an ongoing challenge and a security priority. The IT department protects the Town's network and all related resources by the use of a perimeter firewall, PC firewalls, anti-virus, malware, and adware software and an email and Internet firewall. The anti-virus software resides on all servers and desktops and runs in real-time mode constantly checking for viruses in all files including email. The anti-virus software on all PCs, networks servers, firewalls and email is updated daily. To protect against email viruses the Town uses a Barracuda Networks Email Firewall, which scans incoming and outgoing email and attachments for spam and viruses. Since its installation, the appliance has reduced spam by 98% and has blocked 99.9% of all email borne viruses. The Town's Juniper Firewalls also have virus/malware detection at the packet level and content management to block inappropriate sites and known malware sites. The reality of today's Internet world however, dictates that no matter how vigilant, both from a physical and virtual perspective, there is no "fail safe" solution when it comes to network security. Communication, training and education of network users, is just as critical in helping to avoid security breaches.

Conclusion: Calendar year 2013 was a busy year in which the IT Department completed many projects. In 2014 we will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy access to data for both the Town and its citizens via the town web site.

For more information on the Information Technology Department visit the Information Technology Department web pages on the Town of Natick web site (www.natickma.gov).

Sincerely,

Robert LeFrancois, Director Information Technology
robertl@natickma.org

Community Development Department

Mission Statement

The Natick Community Development Department is dedicated to making our town a better and safer place to live, a place where people want to raise a family, and have their children raise their children. The Department works to protect and enhance the quality of life for citizens of Natick. Through our Boards and departmental staff we strive to proactively work with all stakeholders. The Department is committed to the long-term interests of our community and to delivering the highest quality of service. The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick, the Commonwealth of Massachusetts and the Federal Government. In addition, the Department provides assistance to the public in understanding these regulations and other development related matters.

The Community Development Department is organized into six interrelated divisions.

- Building Division
- Planning Board
- Zoning Board of Appeals
- Conservation Commission
- General Planning
- Economic Development

Senior Staff - Patrick Reffett, serves as the Community Development Director and is responsible for the day to day management of the Department. **David Gusmini**, Building Commissioner, oversees the Building Division of the Department and replaced long-time Commissioner Michael Melchiorri who retired mid-year 2013. **Annie Greel** is Executive Assistant for the Dept. and also provides administrative support to the Planning Board. **Bob Bois** is the Town's Conservation Agent assisting the Conservation Commission with their applicable duties and also pursuing numerous energy and green initiatives.

Year-End Review

- The Town's web site continues to be updated and improved. Please log onto www.natickma.org to gather information regarding the permitting process for all divisions of this Department, download application forms, and obtain links to other areas of interest. The Department is expecting to implement an electronic permitting system with the appropriate equipment during 2014 to better manage permitting processes, electronically store data, reduce decades worth of permit paperwork, and assist in better serving the public.
- A number of major construction projects have been essentially completed during 2013. The South Natick Hills 40B project of 268 residential units is completed. The Chrysler Road 40B project which includes 407 residential units was finished six months ahead of schedule and began occupancy in mid 2013. The MathWorks expansion at Apple Hill, which includes a 166,450 square foot office structure, a 700 car parking garage, and other on-site improvements, is for all intents and purposes complete with a handful of additional items to be finished. MathWorks has

also purchased the former Boston Scientific Campus in Natick to accommodate its extensive level of corporate growth. They also obtained a special permit from the Planning Board to construct a parking garage of approximately 800 spaces at this new lake-side location.

- The Dept. and Planning Board continue to work toward making traffic, pedestrian and landscaping improvements throughout the community as we work with individual development projects and the Massachusetts Department of Transportation. The CD Director manages the design of multiple major roadway improvements. The intersection of Oak Street and Route 9 began construction in 2013 and will likely be finished in 2014. Mr. Reffett is also assisting the State in the redesign of the intersection of Route 27 and Route 9. The Director is managing the redesign and funding of North Main Street (Route 27) from the North Avenue intersection at downtown to the Wayland town line. Additionally the Dept., on behalf of the Town, won a very competitive \$2.5m MASSWORKS grant from the State to rebuild the Kansas Street access and utilities which serve the Natick Soldier Services Center. The design is near completion as of early 2014 and construction will begin mid-year 2014.
- The Town, CD Dept. and various representative agencies and boards continue to advocate for appropriate affordable housing in Natick. The Town exceeds the required 10% of housing to be affordable but will see more affordable housing in 2014 with the North Avenue Project and the Paperboard Redevelopment Project.
- Dept. initiatives include economic development activities and outreach on behalf of the Town. In 2013 Michael Gallerani, Economic Development Planner was hired and is aggressively pursuing numerous economic development activities.
- Other major Dept efforts include pursuit of the Cochituate Rail Trail, a major contributor to providing solutions for downtown parking, managing the parking permit program, facilitating the effort to revise the Natick Zoning Bylaw, participating in the redesign of the Natick Commuter Rail Station, participating within the Safety Committee, and assisting numerous boards, committees and interest groups.

In conclusion, I would like to thank the entire Community Development Department staff, affiliated Boards and Commission members for their continued dedication of service to the Town of Natick as well as the support we have received from the citizens we gladly serve.

Respectfully submitted,

Patrick Reffett,
Director

Building Department

The Building Department consists of the following personnel: David G. Gusmini, CBO, Building Commissioner; Michael J. Connelly, Local Inspector; Eric Libby, Local Inspector; Scott Chavious, Part-time Electrical Inspector; Kevin Bouret, Assistant Part-time Electrical Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; George Lessard, Assistant Plumbing Inspector; and Allan Sherman, Assistant Plumbing Inspector.

In 2013 the Building Department issued the following permits and collected the following fees:

• New Building Permits	\$ 312,885.00
• Alteration Permits	506,738.95
• Electrical Permits	180,260.90
• Gas Permits	25,110.00
• Plumbing Permits	42,886.94
• Certificate of Inspections	<u>12,717.00</u>

\$1,080,598.79

Construction was completed at a number of sites this year:

- Chrysler Road Apartments (407 units)
- 117 West Central Street Shopping Plaza
- Sports Facilities at Natick High School
- Bernardi Audi Dealership

The following major projects are under construction:

- Sanctuary – 99% complete
- Heavey Estates – 15%
- Granite Ridge Estates -- 95%
- Walnut Hill Estates – 95%
- South Natick Hills – 95%
- Apple Hill 4 – 95 %
- Apple Hill I – 55%
- Hunter Hill Subdivision (Phase I) – 95%
- Hunter Hill Subdivision (Phase II) – 15% complete
- Natick Paperboard 40R project – 5% complete
- 57-58 North Avenue HOOP project – 45% complete
- Cider Mill Estates/Rockland Street – 35% complete

There are ongoing improvements and new tenants at Natick Mall, Sherwood Plaza, and Sunnyside Plaza.

The Building Department would like to thank Michael Melchiorri for his many years of service and wish him happiness in his retirement.

Respectfully submitted,

David G. Gusmini, CBO
Building Commissioner / Chief Zoning Officer

Conservation Commission and Environmental Compliance

The Conservation Commission and the Environmental Compliance Officer annual reports were combined in 2006 into one report to reflect the organizational reality and efficiency achieved by combining the duties of the Conservation Agent and the Environmental Compliance Officer into one position. The outcome of the change makes the environment a routine consideration in Town Board and Commission deliberations resulting in broader reviews and more sustainable decisions. The Conservation Commission/Environmental Compliance annual report includes a summary of the achievements of the Conservation Commission and a separate summary of the achievements of the Environmental Compliance Office.

Conservation Commission Oversight and Protection of Wetland Resources

By way of background, the Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31- the Natick's Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), Natick's Stormwater Bylaw and Regulations the State's Best Management Practices for the Storm Water Management Policy, as well as to acquire and protect open space. In addition, the Commission advises the other Boards on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various wildlife issues.

A half-time Conservation Agent and half-time support staff provides assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly Commission meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission, keep minutes and perform site inspections. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments this year (2013) include:

- **The non-chemical treatment for Lake Cochituate and Fiske Pond:** The Commission continues to work with DCR and various parties to develop a whole lake solution that includes both non-chemical and chemical solutions to control nuisance weeds found in the Lake. A variety of non-chemical treatment options have been used since the effort started in March 2006. Most recently invasive plants have been removed from Middle Pond and Fiske Pond using a combination of techniques including hand pulling, Diver Assisted Suction Harvester (DASH) and Surface Harvesting. Benthic matting has been added as a non-chemical treatment tools used in Middle Pond this year. In addition to the \$12,500 the Commission gave DCR for work in Middle Pond, the Commission gave the Lake Cochituate Watershed Council \$700 to move benthic matting in Middle Pond. The money given DCR was used to complete chemical treatment of nuisance weeds in the state beach and boat ramp area of the Middle Pond.
- **Improvements:** A plant survey completed by a contractors working for DCR showed significant improvements in North Pond and Fiske Pond but invasive plants remain a major issue in upper Middle Pond and for the entire Lake/Pond system located in Natick suggesting the possibility need for chemical treatment in South Pond and areas of Middle Pond away

from the Town wells. The DCR plans to file a Notice of Intent for this work in the winter of 2014 for treatment in the spring of 2014.

- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and has decided to drop expensive sampling requirements for a more reasonable performance based outcome using historical chemical application rates. The Commission is working with the Sherborn Conservation Commission to do the same on the portion of the Golf Course located in Sherborn. The Commission has agreed to pay for an expert to review of the environmental data collected on the Sherborn side of the Golf Course and report findings in 2014.
- **The oversight of the Conservation Commission Website:** The Commission is continuing to maintain the Conservation Website, which includes the General Wetlands Protection Rules, Regulations, Fee Schedule, and answers to Frequently Asked Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures Memo, Agendas, and a member list. Other associated information, such as the Aquifer Protection District map, the Open Space map, the Pegan Cove Trail map, the Town Forest map, the Eisenmenger Trail map and the Stormwater Bylaw and Regulations can be found on the Natick website at the Conservation Commission link at www.natickma.gov. The Commission is working with the Open Space Committee to complete trail maps for the remaining locations.
- **Open Space Additions and Improvements:** The Commission continues to work with 2 committees to help improve general oversight of properties under its purview. They are: the Trails Maintenance Committee, to help maintain existing town trails; and, the Town Forest Committee, to help improve the Hunnewell Town Forest. The Commission has allocated \$10,000 for trail maintenance in 2013 and signed a second 30 year Permit with the MWRA for the use of the Sudbury Aqueduct as a walking trail in South Natick. Furthermore, the Commission has awarded a design contract for \$52,000 for plans to construct the Cochituate Aqueduct Trail in West Natick in the spring of 2014. The Commission also spent \$1,036,705 for the construction of the new J.J. Lane Park in East Natick which should be partially open in the spring of 2014. The Commission continues to fund \$100,000 on maintaining open space at the Organic Farm in South Natick as well as \$60,000 to survey and maintain other properties under its care and control.

Over the past year, the Commission held 20 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 11 Orders of Conditions, 19 Determinations of Applicability, 6 Certificates of Compliance, 6 Plan Changes and 2 Enforcement Orders. This is about the same number of outcomes completed in 2012.

And finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of the Commission's concerns they will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improved the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations. The Commission has had 75 potential applicants take advantage of informal discussions. This is a two fold increase over the

number of informal discussion in years past. About two thirds of these applicants were asked to return to the Commission with filings.

Stormwater Requirements

By way of background, in 2006 the Natick Conservation Commission has added requirements to help protect Natick's valuable surface water resources. The new federally required Stormwater Requirements ("unfunded Mandate") were adopted in 2006 and copies of both the Stormwater By-Law and the Stormwater Regulations are found on the Natick website at the Conservation Commission's link at www.natickma.gov.

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stormwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved 4 Land Disturbance Permits.

Planning Board

Established pursuant to M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes approving, modifying, or rejecting all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the environs of Rte. 9, determining the qualification of applications for “Approval Not Required” plans and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Act as a Special Permit Granting Authority (SPGA) when applicable
- Approve Site Plans when applicable
- Administer the Aquifer Protection Bylaw where applicable.
- Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act.
- Appoint three members to the Design Review Board
- Review and issue Special Permits for signage in the Highway Overlay Districts along Rte. 9
- Serve as the Smart Growth Plan Approval Authority (PAA)

In 2013 the Planning Board held 27 regular meetings as well as numerous site visits and working group meetings. There were 59 separate decisions filed by the Planning Board.

Among these were site plan review and special permits (including modification of site plan review and/or special permits) on the following applications:

- MathWorks – 19 Superior Drive
- BRA, Inc/11 Tech Circle.
- Tesla Motors /1245 Worcester Street
- FedEx/30 Superior Drive – Minor Modification
- Care Everywhere and Zyno Medical/177 Pine Street
- Deerfield Forest Condominium Trust
- Orange Leaf and Lapels Dry Cleaning (Rt.9/27 Shopping Center)
- Smashburgers (Sherwood Plaza)
- One Vision Drive LLC (Cognex)
- Sprint Spectrums - various locations
- T-Mobile
- Verizon – various locations
- New Cingular Wireless (AT&T) – various locations

Prior decisions which were subject to review for minor modifications included:

Natick High School, FedEx, Bernardi Auto Group, as well as numerous signage applications

The Board undertook the following subdivision control law and related matters:

- Cider Mill Estates Definitive Subdivision
- Hunter Hill Phase II Definitive Subdivision and
- Endorsed 2 plans of lot border changes as qualified Approval Not Required,

The Board participated by having members sit on several other committees, including the Open Space Advisory Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Lookout Farm Advisory Committee and Metrowest Growth Management Committee

With funding in place for an updating of the Zoning Bylaws and in concert with the goals expressed in Natick 360, the Board continues to work with the Zoning By-Law Review Committee to identify gaps, deficiencies, and inconsistencies in the Zoning By-Laws. This process includes changes to the organization of the Zoning Bylaws and their recodification.

The Planning Board continues with its commitment to the development and maintenance of an inventory of affordable housing in Natick and to promote, foster and enable an economically, socially and culturally vibrant and diverse Natick Center. Recognizing the work and time commitments of related Town boards and committees, the Board endeavors to regularly engage with these bodies including the Zoning Board of Appeals, Conservation Commission and the Design Review Board.

The Board extends its appreciation to the staff of the Community Development Office, particularly Community Development Director Patrick Reffett and Executive Planning Assistant Annie Greel for their hard work on behalf of the Board and the Town. The Board also acknowledges the contributions of Mark Coviello, Town Engineer, for his technical assistance in many of the cases which appear before the board.

Respectfully submitted:

Andrew Meyer, Chair
Peter Nottenson, Vice-Chair
Terri Evans, Clerk
Julian Munnich, Member
Glen Glater, Member
John Wadsworth, Associate Member

Zoning Board of Appeals

The Natick Zoning Board of Appeals (the "Board") operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and Section VI of the Town's Zoning By-Laws. The Board consists of eight members (five regular members and three associate members) appointed by the Board of Selectmen, who are citizens of the Town of Natick. Per the Zoning By-Laws, the Board of Selectman seeks to fill the seats of the Board to have at least one attorney, and if feasible, one architect, and one civil engineer or master builder. The positions are completely volunteer and are in no way compensated with Town funds. Within the membership as prescribed under the Town By-Laws, the Board elects a Chair, Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. As a Town established in the 1600s, there are many homes and properties that predate the

establishment of the Town's Zoning By-Laws, and thus often create the need for an owner to seek relief from the Board. The Board generally hears and decides upon the following petitions:

- ❖ Requests for variances from the regulations of the *Zoning By-Laws*. For example, a variance to allow the construction of an addition to a dwelling that does not meet the current setback requirements (i.e. a pre-existing, non-conforming lot).
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.
- ❖ Requests for Special Permits as allowed within the *Zoning By-Laws*. For example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concern residential properties. The Board also hears cases under the Massachusetts State Statue *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statue is designed to bring a city or towns' overall affordable housing stock to 10%. The Town of Natick has made great strides towards achieving this goal in recent years with many projects like the Chrysler Road project near Home Depot, and South Natick Hills near Sassamon Trace Golf Course. Natick's current affordable housing percentage is about 10.35%, thus exceeding the Sates guideline, with approved projects still coming online that will increase that number further.

The Board meets regularly on Monday nights, generally once a month, depending on case load. In 2013, the Board received 43 petitions, with filing fees totaling \$11,200. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 40 were granted with conditions, 1 was denied and 2 were withdrawn by the applicant.

At the close of 2013, the Board wishes to recognize the special contributions of Pamela Condlin and offer wholehearted thanks for her time spent as Administrative Assistant to the Board for many years. Her attention to detail and extraordinary efforts spent in review of the many cases before the ZBA over the years, have been a truly invaluable service to the Board and the Town. She will continue to serve the Town in her new position at the Natick Fire Department.

As always, the Board also thanks all of the staff of the Town's Community Development Office and all other Town Departments and Board's for their continuous support throughout the year.

Respectfully yours:

Scott W. Landgren – Chair
Kathryn M.. Coughlin – Vice Chair
Laura Godin – Clerk
Paul T. Mulkerron – Regular Member

Robert E. Havener – Regular Member
Chike C. Odunukwe – Associate Member
Kevin P. Polansky – Associate Member
Christopher Swiniarski – Associate Member

Sealer of Weights and Measures

Weights and Measures may be ranked among the necessities of life to every individual of human society. They enter into the economical arrangements and daily concerns of every family. They are necessary to every occupation of human industry; to the distribution and security of every species of property; to every transaction of trade and commerce; to the labors of husbandman; to the ingenuity of the artificer; to the studies of the philosopher; to the researches of the antiquarian; to the navigation of the mariner, and the marches of the soldier; to all the exchanges of peace, and all the operations of war. The knowledge of them, as in established use, is among the first elements of education, and is often learned by those who learn nothing else, not even to read or write. This knowledge is riveted in the memory by the habitual application of it to the employment of men throughout life.” John Quincy Adams – Extract from the Report on Weights and Measures by the Secretary of State, made to the Senate on February 22, 1821.

The Department of Weights and Measures enforces the Massachusetts General Laws relating to Weights and Measures. It tests, inspects, seals, and/or condemns weighing and measuring devices used in the sale of commodities to consumers. This includes scales, weights, gasoline meters, oil truck meters, taxi meters, and point of sale scanner systems. It also investigates sales transactions and practices upon initiative and upon complaint, and commences legal action for violations of laws.

During the period January 1, 2013 through December 31, 2013 one vehicle scale with a capacity greater than 10,000 pounds was tested, adjusted, and sealed. Eleven scales in the one hundred to one thousand pound category were tested; one was condemned and ten were sealed. In the more than ten but less than one hundred pound category, eighty-four scales were tested and sealed. Eleven scales and balances in the under ten pound category were tested and sealed. Nineteen metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, one hundred and seventy-two gasoline meters were tested; six were condemned and one hundred and sixty-six were sealed. Twelve vehicle tank meters were tested and sealed. Thirty taximeters were tested and sealed. Six scanning systems were inspected and found meeting ninety-eight percent price accuracy. Trial re-weighings of pre-packaged commodities were conducted. Civil citations were issued where weights and measures violations were found. The total fees for sealing and certifications amounted to \$6,684.00.

Respectfully submitted,

Joseph J. Mulvey
Sealer of Weights and Measures

Finance Departments

Board of Assessors

The Board of Assessors respectfully submits its annual town report for 2013.

This year 2013 closes with a large New Growth Number. Natick is fortunate to continue adding new growth to the tax base. The fiscal year 2014 tax rate has been set at a single rate of \$14.18; this is a decrease of \$.16. South Natick Hills Complex has continued to add many new family homes to Natick, and will continue to contribute to Natick’s revenue stream. The Assessors Staff has been conducting a residential field review which will consist of the entire Town being inspected. The field review will add to the equitable assessing of all properties even though they have not sold. The Staff has already reviewed approximately 2,250 residential properties. The staff will continue to inspect all sales, building permits and abatement requests to ensure consistent and accurate assessments. The Assessor’s Office will continue to request the assistance of taxpayers with providing answers to the sales questionnaires. This year in FY2014 there will be a penalty added to commercial and mixed use properties for failing to answer Income & Expense Requests. The process of returning Income & Expense Reports helps the staff assess all income producing property fairly. Taxpayers are urged to review assessor’s records to verify property information.

The Board of Assessors granted 301 Personal Exemptions to qualified property owners in fiscal year 2013, the combined total granted was \$308,806.76 There were an additional 33 Senior Workers; the total exempted amount for Seniors was \$29,200.00.

		Count	Total
42	Spouse of officer/firefighter killed in line of duty	1	\$7,323.43
17D	Senior/surviving spouse	42	\$10,290.00
22D	Surviving spouse	1	\$5,456.37
22 (a-e)	Veteran 10% disabled	127	\$71,120.00
22A	Veteran loss of limb	1	\$1,050.00
22B	Veteran multi limb loss	1	\$1,750.00
22C	Veteran adapted housing	1	\$2,100.00
22E	Veteran 100% disabled	27	\$37,800.00
37A	Blind	30	\$21,000.00
41A	Deferral	19	\$79,516.96
41C	Elderly	51	\$71,400.00
Senior Work	Work Program	33	\$29,200.00
	Total Amount Granted		\$338,006.76

In fiscal year 2013 the Assessor’s Office committed for collection:

Real Property:	\$87,625,581.40
Personal Property:	\$1,697,863.60
Supplemental Tax (Chap.59 Sec.2D):	\$696,034.74
In fiscal year 2013 the committed excise totaled:	\$4,633,334.49

The Assessor’s Office received 104 abatement applications for real estate, supplemental and personal property for fiscal year 2013. The staff inspected and reviewed the applications received. The

Assessors issued 46 abatements for real estate and supplemental bills totaling \$194,793.21. There were 3 Personal Property abatements granted totaling \$86.18.

For fiscal year 2013 there are 10 pending Appellate Tax Cases, 4 are Telecommunication Companies, 3 are Commercial Properties, and 3 are Residential properties. In calendar year 2012 we have successfully closed or settled all but 27 appellate appeals. They consist of 3 commercial appeals, 3 residential properties and 21 telecommunication cases. This is the total number of appellate appeals: they date from 2003 thru 2013 inclusive. The Town continues to have a potential liability in all years. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The free trash bag program for qualified seniors has continued. The qualified residents have received 2,143 sleeves of bags. The Elderly and Disabled Tax Committee have been able to assist nine applicants with a total award of \$9,250.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data and all forms and applications are available on our web site <http://www.natickma.org> (please select Assessors Office).

The Assessors Office Staff will continue to provide residents with accurate assessment data. The Assessors Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessor's Office is open Monday, Tuesday, and Wednesday 8:00 A.M.. to 5:00 P.M., Thursday 8:00 A.M.. to 3:00 P.M.. and Friday 8:00 A.M.. to 12:30 P.M..

Respectfully submitted,

Janice M.. Dangelo
Director of Assessment

Comptroller

In compliance with Massachusetts General Laws Chapter 41, Section 61 herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2012 through June 30, 2013.

All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment.

Monthly appropriation status reports were forwarded to Town Departments and Committees/Boards legally charged with the expenditure of Town Funds.

The Comptroller's office was able to set up more electronic transaction processing during the last fiscal year and streamline some office procedures. The most visible of these projects was moving to secure email of direct deposit pay information to eliminate the extra time and cost of printing check stubs. We plan to continue moving in the direction of automating more tasks, as appropriate, while maintaining internal controls.

Reporting was also augmented so that department heads were able to review the balances in all of their funds and use this information to make better decisions about the use of funds going forward.

Much of the year-end audit documentation is now gathered and provided to our independent auditors in advance of their on-site field work. This has made the audit process more streamlined so that the audit moves more quickly to completion.

Ledger reconciliation of various types, including, but not limited to, fund balances, cash, receivables and liabilities is performed on a more timely basis which is helpful in ensuring the accuracy of the financial records of the Town.

I would like to thank the dedicated staff of the Comptroller's office for their service to the Town throughout Fiscal Year 2013. Everyone was diligent in their efforts to ensure another successful year end close. It is with the help of the unwavering assistance of these people that I am able to produce the enclosed financial reports for the Town.

Cyndi Tomasetti, Assistant Comptroller, Meg Shaughnessy, Staff Accountant, Julie Skipper, Payroll Manager and Debbie Sherman, Special Assistant to the Finance Director are all to be commended on a job well done.

Respectfully submitted:
Virginia Whitney Cahill, Interim Town Comptroller

Treasurer/Collector

The Treasurer/Collector's office is responsible for the billing, collection, and investing of all monies due to the Town including but not limited to Real Estate and Personal Property Taxes, Motor Vehicle and Boat Excise Taxes, Parking Ticket fines, Water and Sewer bills, the Pay as You Throw trash bag program, Federal and State reimbursements and grants, and a myriad of licenses, fees, and departmental permits. The department is in essence the funnel for all of the revenue activity of the entire town. It is also responsible for the reconciliation of all checks and bank accounts, issuance of all authorized debt for both short and long term borrowing, and is accountable for all properties taken for non-payment of taxes. The department is a virtual beehive of activity – its windows and phones are manned from the moment that Town Hall opens to the close of business each day.

This past year has been a particularly challenging one for the department. With the demise of the extremely well regarded Robert Palmer in recent years and his passing in early 2012 – many crucial activities fell behind. 2013 marked a year of “catching up”. A new Treasurer/Collector was introduced in January of 2012. Staffing shortages – that had created additional complications – were slowly rectified throughout the year with the support of former Deputy Town Administrator Michael Walters Young and Town Administrator Martha White. However, three years of collection activity steps that would normally have been done annually – such as demands for unpaid taxes and the important subsequent steps - were combined into a single year which will continue through June of 2014 when the department will finally be back on an annual track.

However 2013 also marked the beginning of some new initiatives. In that regard – after an extensive

procurement process - that included plenty of feedback from staff and employees – we began the implementation of the new InvoiceCloud online bill presentment and payment system with the issuance of the 10/1/13 real estate and personal property tax bills. We plan to implement the new system for Motor Vehicle Excise and Water and Sewer bills in February and March of 2014. Our real goal is to get as many customers as possible to go “paperless” which will equate into real dollar savings.

After a “shake out” period of the new system we will also be introducing swipe card technology for credit and debit cards at the Collector’s Office followed by a phased town-wide rollout. The new InvoiceCloud system – when fully implemented - will allow Natick customers to have a single sign in and password to transact and review all of their financial activity with the Town of Natick. From not only paying their tax and utility bills – but also paying for and registering for bulk trash pick-up, recreation and community center programs, hazardous waste day, etc., etc.

The dedicated staff of the Treasurer/Collectors Office worked diligently under very challenging circumstances to serve the citizens of Natick. In 2013 the front line staff oversaw the collection of 53,368 real estate bills, 6,196 person property tax bills, and 30,948 motor vehicle excise bills. Combined with all others – the department was responsible for over 120,000 transactions in 2013 - that averages to over 24,000 per front line employee! In that regard it is important to note the dedication and efforts of Carol Wurth, Tina Pilla, Terry Reddoch, Allison Goldman, and part-time assistant Vickie Philben who have allowed the department to accomplish its goals under trying circumstances. Most noteworthy is the unsurpassed dedication of Elizabeth (Beth) Kelley – who was promoted to Assistant Treasurer/Collector this past year. Beth is a very special lady who is in the process of successfully battling a challenging health issue. We are really looking forward to her return and the improvements to be made in the operation and efficiencies of the Treasurer/Collector’s Office in 2014.

Sincerely,

Thaddeus (Ted) J. Jankowski, Jr.
Treasurer/Collector

Board of Retirement

The Natick Contributory Retirement Board (the “Board”) administers the defined benefit plan for most Town of Natick employees with the exception of teachers and school administrators whose program is administered by the MA Teachers’ Retirement System. The defined benefit plan, governed by Massachusetts General Laws Chapter 32, provides retirement, disability, survivor, and death benefits to members and their beneficiaries.

The system is governed by a five member Board who is responsible for ensuring that the system is operating in compliance with M..G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick as well as the Natick Housing Authority. The Board has adopted an actuarial funding schedule designed to ensure the financial stability of the retirement system by balancing the needs of the fund with the effect on the level of annual appropriations. The most recent actuarial report approved by the NCRB was as of January 1, 2013. As of that date the system was 61.13% funded, with the actuarial value of assets at \$103,200,251 and pension liabilities of \$168,828,777. As of December 31, 2012, there were 591 active members, 375 retired members of their beneficiaries and 90 inactive members.

The Board establishes investment policies, allocates system assets to various investments, and retains managers in each asset class to invest the resources allocated to the type of investment. The Retirement System had a market value of \$90,312,462 as of December 31, 2012. In calendar year 2012 the System realized a 14.4% market rate of return.

Respectfully submitted,

Robert J. Drew, Chairman
Virginia J. Cahill, Ex-Officio Member
Michael J. Melchiorri
David A. Given
B. Michael Reardon

Board of Retirement

INCOME

Contributions	\$2,846,587.06
Transfers	153,350.61
Make-up Redeposits	277,239.61

APPROPRIATION

Pension Fund	7,453,409.00
Workers Compensation	750.00

OTHER SOURCES

Reimbursements	306,929.03
**Investment Income	1,242,720.79
**Profit on Sales	439,616.50

DISBURSEMENTS

Annuities Paid	1,449,283.41
Pensions Paid	8,082,474.94
Refunds/Transfers	202,749.89
Reimbursements	333,750.96

ADMINISTRATIVE EXPENSES

Salaries	171,088.13
All Others	466,529.20
**Loss on Sales	48,493.82

*** All investment information is through 3rd quarter only*

Respectfully submitted,

Robert J. Drew, Chairman
Robert Palmer, Interim Ex-officio
Michael J. Melchiorri
David A. Given
B. Michael Reardon

Kathleen S. Bacon, Director

Health and Human Services

Board of Health

STAFF

- Director of Public Health – James M. White, Jr., B.A., C. P. H., RS/REHS
- Senior Environmental Health Specialist – Michael K. Boudreau, M..P.A., R.S.
- Environmental Health Agent – Jane M.. Anderson, M..P.H., REHS/RS
- Public Health Nurse – Leila J. Mercer, R.N., M..S.N
- Executive Assistant – Pamela K. Morgan, B.A.
- Department Assistant – Jean M.. Cotter
- Animal Inspector – Keith A. Tosi

The following communicable and reportable diseases were reported to the Board of Health during 2013:

Babesiosis	5	Lyme Disease	78
Campylobacter	13	Malaria	1
E.coli 0157:H7	1	Measles	1
Ehrlichiosis	5	Meningitis (Viral/Bacterial)	0
Giardia	1	Norovirus	1
Group B Strep Invasive	3	Pertussis	2
S. pneumonia	3	Salmonella	5
Hepatitis A	2	Varicella (Chicken Pox)	4
Hepatitis B	9	Vibrio Sp.	1
Hepatitis C	24	Influenza (Lab Confirmed)	
Legionella	2	Type A	41
		Type B	9
TOTAL:	211		

Communicable and reportable diseases have shown an increase in recent years due to spikes in diseases such as Hepatitis and Influenza, the continued rise in tick-borne related diseases especially Lyme and an improved statewide reporting system.

The Tuberculosis Control Program revealed 33 Class II latent TB cases (infection without disease) resulting in 52 refugee site visits for evaluation, 12 Mantoux skin tests administered with 2 positive reactions identified and 2 referrals to private physicians. Total home visits made by the Public Health Nurse for contagion and community health assessments in 2013 were 183.

Office visits and walk-ins for services provided by the Public Health Nurse including blood pressure clinics, various screenings, evaluations, vaccinations, and assessments totaled 1,732 resulting in 33 referrals to private physicians or state agencies.

At our Annual Flu Clinics held this past year a total of 1,402 seasonal flu vaccines were administered and an additional 165 vaccines including Hepatitis A and B, Measles, Mumps and Rubella (MMR), Varicella (Chicken Pox), Pneumococcal, etc., were administered through the Board of Health Immunization Program.

Fees collected by the Board of Health Department increased to an all time high for the third

consecutive year, which is a direct reflection on the increased demand for services by this department noted later in this report. The total revenue collected for year 2013 was \$209,566.86. An additional \$21,364.49 was collected in health insurance reimbursement from the flu clinics and deposited into our immunization revolving account. This account has allowed the department to expand our immunization program addressing rising concerns to include adult Tdap and shingles vaccine, especially to those with health insurance that will not cover the expense. Also, \$1065.00 was collected by the Town Clerk for non-criminal fines issued by the Board of Health for code violations.

This past year 1,368 inspections were conducted on 448 food establishments of all types, an additional 3,312 various inspections, complaint investigations, plan reviews and field consultations relative to environmental sanitation were carried out by the Board of Health staff, bringing the entire inspectional service total for 2013 to 4,680. A total of 466 septic system pump outs and Title 5 inspections were received and reviewed; 406 water service sub-metering applications were reviewed and approved; and 1968 various permits and licenses were issued by the Board of Health in 2013. The figures noted above all represent the highest annual output for the department.

The Animal Inspector inspected all 43 properties currently holding a livestock permit and investigated 11 possible rabies exposure cases this past year.

Our long awaited Septrak web based program is finally up and running. The data for 1,500+ properties within the town that are currently on a private septic system has been entered into the program including "as built", repairs, replacements and pump outs. The purpose is to provide assistance to our residents in proper maintenance of their septic system while protecting our watersheds and drinking water supply. The program is compatible with the DPW WebGIS database so the systems can be cross-referenced to include town utilities supplied to each property and will aid the town in satisfying a condition of our stormwater management certification.

We are pleased to announce that the Board of Health has been awarded a three year grant through the Metrowest Health Foundation as the lead agency and fiscal agent for a nine (9) town regional Coalition Tobacco Control Program. The intent of the grant is to bring back what was a very successful and acclaimed public health initiative, prior to funding cuts, by using a "strength in numbers" regional approach. The program will include reducing youth access, enforcement, training, educational and cessation opportunities. The goal is for the Coalition to be self sufficient within the three year grant period.

A big change to the department is on the horizon in the near future as Executive Assistant Pam Morgan announced she will be retiring from the Town in February. Words cannot express what Pam has meant to this office, the Board and to the Town of Natick. The professionalism she displayed in her position every day and her pleasant, helpful demeanor did not go unnoticed by anyone who came in contact with our department. She will be truly missed and we extend a very sincere, heartfelt "best wishes" to Pam in her retirement and that she enjoys all the pleasures life can bring.

Respectfully submitted,

Peter A. Delli Colli, D.M..D., Chairman

Donald J. Breda, P.E., Vice Chairman

Ian L. Wong, M.S.P.H., Clerk

Alan G. Cole, M..D., Physician to the Board

James M. White, Jr. RS/REHS, Director of Public Health

Community Services Department

Comprised of Recreation and Parks, Council on Aging and Human Services, Veteran’s Services, and the Natick Community Organic Farm, the Community Services Department is charged with responding to the needs, interests and quality of life issues of all who call Natick home. Together, we seek to elicit the priority needs and interests of residents and respond to those priorities through well conceived program development, efficient service delivery and thoughtful trusteeship of the array of public facilities and resources under our purview.



The new Community-Senior Center has significantly increased the scope of departmental services and responsibilities. Recent statistics reveal that an average of 382 people of all ages are utilizing this new facility each day. The center is used seven days a week, from early morning through late evening.

Nearly 900 individual user groups reserved space at the new center in 2013, representing a wide array of social, cultural, civic, educational, and community organizations.

The new facility truly is a community resource.

The Department is pleased to oversee many of the town’s most treasured public spaces from the town common to our beach; from Camp Arrowhead to our Organic Farm; from our golf course to our array of open spaces and playing fields. We help to ensure that many of our most prized public events run smoothly including: Natick Days, Concerts on the Common, Natick’s Farmer’s Market, our many Veteran’s dedications and parades, and various holiday celebrations in partnership with many dedicated community organizations and individuals.

Through the hard work and dedication of our staff, thousands of kids participate in our summer camps, after school recreational activities, teams or clubs, gardening education and special events. Thousands of Natick’s elders and Veteran’s partake in continued learning, health promotion, cultural events and socialization while many others benefit from the assistance they require with basic needs, visits from volunteers, and support and education on matters of care giving, disease management and isolation. Working adults join us for evening and weekend classes, workshops and special events, and give of their time as volunteers for our many programs, boards, committees or commissions.



Community Engagement

In an effort to better understand the needs and priorities of our community, departmental staff instigated a community engagement effort this year, reaching out to a diverse audience to explore citizen priorities and visions. Participants included neighborhood groups, parents, coaches, students, veterans, elected and appointed officials, working and retired adults, and elders.

These sessions resulted in the identification of several common priorities, the top three being:

1. A need for comprehensive information about programs and services available to residents in a one-stop-shop format
2. Enhanced/expanded programming for adults
3. Weekend and early evening activities for all age groups

The department has taken initial steps to begin to address these service gaps in the following ways:

- Development of a new quarterly publication, *The Natick Common Guide*, which provides a range of resource information and course/activity offerings in print form and mailed to every household in Natick. It is our intention to continue to both invest in and build upon the quality and depth of information available in all forms; from print to electronic to ensure our residents, businesses and service organizations have access to the most comprehensive information possible.
- In an effort to develop a greater range of activities for adults, we have begun enhancing our course/activity offerings to include a more robust menu of offerings of interest to adults. We are actively building partnerships with others in the community who offer expertise in designing a range of compelling educational and cultural opportunities for this cohort and look forward to these collaborations.

Departmental staff will engage in a comprehensive strategic planning initiative in early 2014 using the engagement findings as guide for our work plans going forward.

Grant/Foundation Support

The Department works hard to identify non-tax dollars to support its programs and services, this year totaling some \$108,803, all of which contributes to the quantity and quality of services offered to our residents.



The department is extremely fortunate to work with some 1,000 volunteers across our divisions who, together, provided in excess of 45,000 hours of service to our community. Whether serving as mentors, teachers, coaches, drivers, friendly visitors, camp assistants, farmers, board and commission members, friends, crafters or advocates, each individual helped to ensure our vast array of programs reached as many residents as possible.

The Department plays a vitally important role in Natick; to help strengthen the fabric of the community through partnerships, collaborations, communication and service delivery. The dedicated professionals that comprise this department work hard every day to ensure our services are on target, accessible and of high quality. I consider it an honor to work with this remarkable team.

Respectfully submitted,

Jemma Lambert, Director
Community Services Department

Recreation and Parks Commission

The Natick Recreation & Parks Division had another busy year in 2013 with new programs, new projects, enhanced facilities and a renovated main office at the Cole Center. The division also welcomed Melissa Carter as the year round special needs coordinator to our team.

Winter program numbers had a big increase thanks to the new space at the Community-Senior Center. Spring and summer programming saw a slight increase from 2012 with the additional space as well. Camp Arrowhead filled all 6 sessions of day camp at 240, had full participation for the New Hampshire Camping week with 28 and had over 135 volunteers participate in the summer of 2013. Memorial Beach once again had steady numbers with 537 participants signing up for swim lessons, 88 for swim team, 2063 season passes and 3505 daily passes. Camp Woodtrail had over 1,000 participants partaking in arts and crafts, drama, field trips and social projects. Woodtrail also had over 80 CITs.

Class	FY 11	FY 12	FY 13	FY 14
Summer	61	61	63	73
Total Fall	81	81	107	116
Total Winter	80	79	104	*100
Total Spring	70	73	85	*81
Total Adult	25	24	73	77
Total Preschool	57	63	64	60
Total Special Needs	41	46	58	59
Total Youth	169	161	164	174
Total Offerings	292	294	359	*370

*numbers are estimated for winter and spring for FY14

Fall programs were very steady. Our Natick Drama Workshop program had a great show selling out tickets for 2 of the 4 shows. We now offer a 3rd grade division in our recreation basketball program adding over 120 boys and girls bringing our totals for the program to 661 kids. The chart below illustrates the programs offered by season and category.

Overall the division offered 359 programs in FY13 and we look to have slightly higher offerings for FY14. We had 8,680 participants register for those programs. The division oversees 29 parks/facilities throughout the year, and had 652 volunteers working a total of 28,239 hours. We coordinated and oversaw 23 community events that were offered at little or no cost to the residents of Natick.

Special Events

We are pleased to offer a myriad of unique and family oriented special events each year. Some events include, Natick Days, the Spooktacular, Concerts on the Common, Family Performing Arts Series, Holiday Lighting, the Mini Triathlon, the Mother Son Challenge, Flashlight Egg Hunt, Fun with the Bunny, and the Mile Swim all of which continue to grow in popularity and size. We value and appreciate the generous donations from the local businesses and non-profit organizations as well as the tremendous effort we receive from our many volunteers.

Partnerships

The Natick Recreation & Parks Division continues to work closely with various 501(c)3 organizations to help reduce costs for participants. These organizations include the Natick Basketball Association, the Parent's Association for the Handicapped, Friends of Natick Drama Workshop, The Natick Center Associates, and the Supporters of Sassamon Trace Golf Course, Corp. These organization's commitment to provide support for programs and events is instrumental in helping us reach all residents of the Natick Community.

Financial Assistance

We have seen a dramatic increase with residents in need of financial support. The division continues to work closely with the Natick Service Council and the Human Services Division to enable those in need a way to participate in our programs and events.

Projects

There have been a number of projects started and a few completed in 2013. We had two new shade structures installed at Memorial Beach. This provided beach goers a place in the shade during their day at the beach. The JJ Lane Project made great strides in 2013 with just a few elements left to be completed in the spring of 2014 as weather put a halt to the completion of the park. The park will offer a restroom facility, 3 shade structures, playground equipment, sand and grass volleyball courts, a bocce court, community gardens, two open fields, a log trail, and plenty of benches to sit and take in the gorgeous views. The division will be installing new lights at the Memorial School softball field. The Cole North field project will also get underway in the first half of the year. Middlesex Savings Bank donated partitions and office furniture for use at the Cole Center. The division worked closely with IT, Facilities Maintenance and the DPW to complete the renovations. We now have a beautiful office that has the technology, space and a professional work environment for our employees and customers.

Parks and Fields

The Division has been working closely with the DPW-Land Facilities and Natural Resources to enhance the parks and fields in the community. The division is working on a master plan for park, field and court improvements so we can systematically accomplish the many renovations and improvements needed over the next 10 years. Land Facilities and Natural Resources has worked diligently to complete field renovations, saving the town money while enhancing fields that were in desperate need of repair. It is important that we continue to assess the fields and parks in town and find creative ways to enhance these valuable resources.

Sassamon Trace Golf Course

Sassamon Trace Golf Course had its first year overseeing the maintenance of the course. We are very pleased with the work that Pete Meager and Kris Armando have done. They have greatly improved the conditions of the golf course. The Advisory Committee has frequently commented on the positive changes seen at the trace. We have worked on a 10 year forecast and are working diligently to do everything we can to reduce/eliminate the tax-payer subsidy. It is our goal that this will come to fruition in 2024.

In closing, the Natick Recreation & Parks Commissioners wish to extend an invitation to the general public to attend our commission meetings the first Monday evening of each month.

Sue Shea, Chair & Jon Marshall, Director of Recreation & Parks

Members: Jessica Ordway -Vice Chair, Mike Fair – Clerk

John Griffith, Seth Levine, David Ordway, Mark St. Hilaire, Wayne Szretter, and Greg Tutuny

Human Services & Council on Aging

The mission of Human Services & Council on Aging is to ensure that health and human services are provided, available and accessible to all residents of the town of Natick. We provide and promote advocacy and support systems, working toward the ultimate goals of independence, improved quality of life, and preparation for life change.

Overview

Our services and programs focus on empowering residents of all ages, incomes, and abilities to make informed decisions; to remain actively engaged in their community; and to maintain health, vitality and independence.

We strive to design and offer a range of activities, education, information, social and support services and programs for adults, elders, families, and individuals with disabilities through a multipurpose Community-Senior Center. We serve as an information resource; provide case management, social services, and referral; coordinate volunteer services; provide programs and health information; assist in the planning of community projects that address youth and family issues; develop and foster partnerships with other agencies and organizations for planning wellness and prevention programs; work with other town departments, area social service organizations and state agencies to address service needs; assist families and individuals in accessing public and private benefits and advocate locally and on the state level for older adults

Our high level of activity would not be possible if not for the 266 volunteers who donated 15,574 hours of their time, equivalent to \$346,137 of service to the town of Natick. Additionally, Whitney Place Assisted Living Residences, Natick Visiting Nurse Association, MetroWest Medical Center, Mary Ann Morse Health Care, BayPath Elder Nutrition Program, Senior Citizens Legal Project, Vision Foundation, and many doctors and other health care professionals, local agencies, and other town departments provided “in-kind” services and programs to benefit our participants. We are grateful to the foundations, businesses, civic organizations and individuals who have supported our programs and services through their generosity.

Our social services team accessed entitlement benefits for Natick residents in the areas of: food stamps, Mass Health, SSI, SSDI, fuel assistance, Good Neighbor Energy, BayPath Emergency Fund, and Prescription Advantage to meet critical needs of our residents. Income tax preparers worked with 250 Natick residents to help file their personal Income Tax returns and assisted 82 elders in accessing \$71,503 in Circuit Breaker refunds and assisted 21 low to moderate income families with children in accessing \$16,953 in Earned Income Tax Refunds (EITC). SHINE counselors assisted Medicare beneficiaries of all ages in saving money and navigating complex changes in the health insurance system. Access to information and resources, peace of mind, and closure, are as important as the actual financial benefits.

2013 Highlights

- This year we served 2972 elders directly. This represents a 17.4% increase in the number of Natick elders accessing our programs and services. We expect this high level and growth in participation to continue as we expand our program offerings and as the elder population increases.
- 6,824 classes, 14 special events, 47 lectures/workshops offered to residents and visitors
- 501 families using social services, benefit applications, support groups
- 71,112 recreation, wellness, information units (106% increase over 2012)

- 19,482 general information calls received
- 1075 Parking Tags Issued (8.5% increase over 2012)
- Addition of full-time receptionist position providing improved and consistent customer service and continuity of operations.

Worked with COA Board to improve the provisions of the Senior Property Tax Work Program and bring them into alignment with the Veterans' Property Tax Work Program.

Fuel Assistance applications for 111 Natick households helping them access a monetary benefit of \$62,939 in fuel assistance. Collaboration with Recreation & Parks and the Natick School Department has directed previously unidentified eligible families to the Human Services/COA Department for assistance in accessing public and private benefits.

Participated in successful advocacy effort on the State level to increase Elder Affairs Formula Grant funding to \$8/elder for a total award to Natick of \$52,016 (a 14.28% increase).

Offered the evidence-based Chronic Disease Self Management Course for adults of any age two times during the year.

Partnerships

- Support of \$14,300 from the Friends of the Natick Senior Center for newsletter postage and special programs.
- Worked with Natick VNA to create The Nurse is In program of private health consultation appointments.
- Served as placement site for Simmons College School of Social Work student intern.
- Partnered with Sherborn Council on Aging to offer Water Aerobics class at Longfellow Sports Club.
- Worked with Olin College on the Metrowest Health Foundation grant-funded program, Engineering for Humanity, an intergenerational program pairing elders and students.
- Served as placement site for Salem State College School of Nursing student intern.
- Collaborated with the Massachusetts Department of Public Health and the organization, Screening for Mental Health to provide online screening and resources on our web page for depression and anxiety and to serve as a screening site for National Depression Screening Day.
- Accessed state grant funding for staff training in the evidence-based Powerful Tools for Caregivers program and offered this caregiver support program.
- Collaborated with Natick VNA to offer another grant-funded caregiver support program.
- Expanded our hours of operation to include evenings and weekends to offer free
- income tax preparation for working families to help them collect the Earned Income Credit and Child Care Credit.
- Increased Fitness Room availability to 63 hours per week.

We appreciate the support and suggestions of the community as we plan for the future of our department. We remain committed to the goals of providing services, information and resources and access to the same for Natick residents of all ages, abilities, and incomes.

Respectfully submitted,

Moirra Anne Munns, Director
Human Services & Council on Aging

Veterans' Services

Veterans' Services is responsible for addressing the unmet needs of Natick Veterans and their dependents. Through our advocacy we help to ensure that our service men and women access the support, benefits and services they need.

A central role this office plays is to assist our Veterans with filing for and receiving state and/or federal benefits due them. Our efforts result in the acquisition of cash and/or medical awards which, in the case of the state, are reimbursed in a cost-sharing agreement with the Town in which the state pays 75%, the town 25%. Without this important partnership Town of Natick would be obligated to cover 100% of those costs. The following outlines a three year history with regard to the acquisition of Chapter 115 (state funds) on behalf of Natick Veterans:

Year	Medicaid	Cash
2011	\$ 81,230.81	\$ 88,258.50
2012	\$ 98,897.01	\$ 73,870.64
2013	\$ 127,771.71	\$ 108,573.80

Veteran's Administration

In 2013, this office processed 187 cases requesting federal benefits for veterans and their dependents. 67 of those cases were completed, resulting in the aggregate award of \$1,700,000 for Natick Veterans.

Additional Services

Our office provides a range of additional services to Veterans and their families including:

- Medical referrals
- Educational benefits
- Job search/Unemployment benefits
- Emergency funds
- Counseling
- Assistance with application to additional benefit programs
- Military records



In addition this office attends to the following:

- Serve as the Burial Officer to help bury indigent veterans and their dependents.
- Serve as the Grave Registration Officer to ensure that all graves of veterans are properly decorated with a flag and geranium over the Memorial Day period.
- Conduct parades and ceremonies.

This office continues to serve as liaison with numerous community organizations; the Commission on Disability, our ADA Compliance Officer and other town departments to ensure the needs and interests of Natick Veterans are addressed.

The accomplishments of this office would not be possible without the support of the full staff complement of the Community Services Department in general, and the tireless work of Executive Assistant Sheila Young in particular.

Respectfully submitted,

Paul Carew,
Veterans Services Officer



117 Eliot St. (Rte 16)
Natick, MA 01760
Phone (508) 655-2204
Fax (508) 651-7334
www.natickfarm.org

Staff

Lynda Simkins, Director
Casey Townsend, Assistant
Director
Trish Wesley Umbrell, Farm
Administrator
Marcy Bailey Adams,
Coordinator of Membership
Regina Wolf Frits, Coordinator
of Public Programs
Krista Feichtinger, Coordinator
of School Programs
Jon Young, Coordinator of
Summer Programs
Taneeta Bacon, Caretaker

Board of Directors

Mary DeBlois, President
Randy Gruber, Treasurer
Devon Long-Lytle
Patti Luke
Ruth Levenson
Lynda Simkins
Kym Williams

Advisory Board

Mary Ellen Ames
Erica Ball
Jay Ball
Bob Brack
David Dimmick
Brian Donahue
Arthur Fair III
Carp Ferrari
George Fiske, Jr.
Rudman Ham
David Krentzman
Karen Masterson
Kathleen Drumm Rehl
Barbara Talkov
Mare Tomaski
Kristine Van Amsterdam
Bruce Weisberg
Ronald Wright
Chris Yoder

Honorary

George Ames
Frank Paul
Harriet Buckingham

Natick Community Organic Farm

Natick Community Organic Farm is a nonprofit, certified-organic farm providing productive open space, farm products, and hands-on education for all ages, year-round. Committed to farming methods that are ecologically healthy and sustainable, the Farm places special emphasis on service to youth through year-round classes, work-experience programs and volunteer opportunities for working the land.

NCOF is open every day during daylight hours with no admission fee for the public's visits and purchases.

Public markets for NCOF products

- Barn-side market stand at NCOF
- Youth-run Rte. 16 stand, July-Aug.
- Natick Common Farmers' Market, Sat., May-Oct
- Deb's Flowers, Holliston
- City Feed, Jamaica Plain

NCOF Educational Programming

- Free yearly programming for Natick Public School-children in grades K-4
- Open-enrollment programming for children, youth & families
- Home-schooling programs
- After-school programs
- Work & volunteer experiences for special-needs youth & young adults
- Professional development programming
- Individual & group volunteers
- Self-guided visits
- Internships
- Teen mentoring

2014 Events

- Sat. 3/8 Maple Magic Day, Memorial School (8AM-11AM) & NCOF (9AM-3PM)
- Sun. 5/18 Spring Spectacular, NCOF (10AM-2PM)
- Thursday, October 2 Harvest Dinner & Auction, Wellesley College Club (6 PM-9 PM)

Notes on 2013

We put in 900 taps during maple sugaring season. Despite marathon boiling sessions, syrup production reached just 150 gallons. In February, our farmers taught a terrific growers' workshop on producing greenhouse-grown salad greens.





117 Eliot St.
Natick, MA 01760
Ph. (508) 655-2204
Fax (508) 655-7334
www.natickfarm.org



We substantially grew our base of support by producing new Farm and membership brochures, increasing the size and scope of our membership and annual appeal campaigns, signing on additional annual business sponsors, soliciting auction goods from more local businesses. Many new supporters came to our seasonal events. We created a new Fourth of July float.

Forrest Gnomes, the Farm's year-round outdoor program for preschool-aged youth, completed its fifth successful year. It has caught the attention of national and international educators.

We introduced a new honey bee curriculum and began offering more in-classroom programs for schools that have limited funds for bussing. We successfully piloted an age-specific summer program for 10- and 11-year olds, and began a year-round internship program for teens who are seriously considering careers in agriculture.

We finished construction on our composting pad and began using it to produce large amounts of compost. In 2014, we hope to use pig power to turn the piles.

Lucybelle, our cow, had a girl calf.

of Programs: 1,092

of Program Participants: 4,126

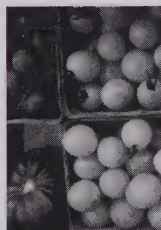
of Volunteers: 250, from 23 towns

of Volunteer Hours: 5,000

Hours Open to Public: 3,000

Goals for 2014

- Create a case study & a set a timeline for an endowment campaign
- Develop & implement a new, customized online registration program.
- Promote Farm products.
- Start harvesting blueberries on Riverbend drive plot.
- Implement a 4-H club on Farm.
- Promote & increase Scout achievement programs.
- Increase production by opening up a new field.
- Incorporate in-school programs on bees & vermiculture.
- Partner with Skyline on pilot in-woods homeschooling program.
- Replace windows, paint interior & exterior of building, regular maintenance of building.



Sassamon Trace Golf Course Oversight Committee

The 2013 golf season teed off on March 27th, which is historically the time of the year when courses in this area can open for the year without interruption. Sassamon Trace Golf Course remains open year round; however, play is somewhat limited during the winter months due to Mother Nature. Hopes were high for a successful season based on pre-season Season Ticket sales and the improving economy. Play remained steady through Memorial Day. June proved to be one of the wettest in history with over 10” of rain compared to an average rainfall of less than 4”. July was a scorcher with 12 days hitting 90 degrees or higher. September through October was seasonable while November and December were cooler than normal.

There were 28,989 rounds played in 2013, 1,733 fewer rounds than 2012. The 5.6% decrease may seem significant but keep in mind that 2012 was unusual in the fact that the winter was extremely mild and the course captured an additional 2,000 rounds that would not be played under normal conditions. The unusually wet June and the hot July, two of the most productive months, should also be considered to explain the shortfall. Rounds may have been down 5.6% but comparatively green fee revenue was only down 2%. Total revenue was down 1.7% compared to a robust 2012 which is consistent with other facilities in the market.

Season Ticket revenue was up 4% compared to 2012 and should also be considered when critiquing the shortfall in green fee revenue. There were 218 Season Ticket holders in 2013 compared to 202 in 2012. Natick residents account for 78% of all season ticket holders. Season Ticket holders account for 30% of all rounds played. The average ticket holder plays 40 rounds per year.

Calendar Year	2013	2012
Rounds Played	28,989	30,722
Green Fee Revenue	\$353,406	\$362,144
Season Ticket Revenue	\$97,495	\$93,715
Cart Fee Revenue	\$67,770	\$71,394
Merchandise, F&B Sales	\$36,678	\$37,891
Rental Equipment & Instruction Revenue	<u>\$14,881</u>	<u>\$14,800</u>
Total Revenue	\$570,230	\$579,944

A major change in the turf maintenance of the golf course took place this year. The long time contractor, Sterling Golf Management, was replaced with town personnel. It made financial sense to bring the maintenance in house. Kris Armando was hired as the Golf Course Superintendent. Kris is now a full time employee along with his assistant. Kris and his staff have the course in excellent condition. The focus in 2013 was to improve the health of the turf by aggressive aeration, top dressing and seeding. This winter tree work will be the focus. This will be a big task and will probably take two years to complete. Pruning, up branching and thinning the canopy will promote air flow and allow sunlight to get to the turf. Tasks such as tree work, drainage projects and construction projects were all work not covered in the contract with the former contractual agreement with Sterling Golf Management and would have had to be contracted out at an expense over and above what was paid to Sterling.

Sassamon Trace Golf Course is a member of the Audubon Cooperative Sanctuary Program for Golf Courses. Cultural practices adhere to the Integrated Pest Management Program developed by the University of Massachusetts. Conservation Commissions from both Natick and Sherborn have

developed guidelines for chemical and fertilizer applications. Minimum input, water conservation and a movement towards organic management are goals of the maintenance operation.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. The Supporters, many of whom are season ticket holders, raise funds for projects and amenities at the golf course that would not normally be paid for with town funds. This year the STSA provided over \$12,500 in support including two \$500 scholarships for Natick High School students. Supporter's funds paid for the landscaped stairway at the 3rd tee and the 8th green. They also purchased all the supplies for the honey bee hives located at the base of the landfill on hole #2. Funds for this project were also achieved by grants awarded to Ms. Haverstick of the Natick High School Environmental Science Club. The golf course is still reaping the rewards of a Supporters sponsored irrigation project that saved \$65,000 in water usage in 2013 and over \$150,000 since 2010. The STSA raise funds by an annual appeal, the sale of donated golf equipment, tournaments and The Great Ball Drop at Natick days.

Sassamon Trace runs four recreational leagues. The Tuesday Evening Men's League has over 90 players every week. The Tuesday Morning Junior League has 80 juniors each week. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings and combined they have over 100 members. The major event each year is the Club Championship. Natick resident and former High School Golf Team member JP Chouinard won the 2013 Club Championship. Ben Polagruto won the Senior Division for the 5th time. Dwayne Billingsley won the Men's Net Division, also for the 5th time and Kim Tartarini won the Women's Net Division. There were nine Holes in One this year. A few notable moments came when 10 year old Raffaele Bauer aced the 7th hole while playing with his 85 year old grandfather and only a week later 14 year old Michael Webber aced the 1st hole while playing with his father Steve. Capping a memorable year was Charlie Russo acing holes 5 and 8 on consecutive days. Charlie has had four aces at Sassamon Trace and an amazing 25 in his lifetime. Finally, Donna Murphy won the Great Ball Drop at Natick Days and a 2014 Season Ticket.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace the public is invited. Posting of time and date are found on the Town's online public meeting calendar, the entry lobby bulletin board at Town Hall and at Sassamon Trace club house. The Golf Committee works with Golf Course Management to review policies and procedures develop new revenue opportunities and identify cost saving measures.

Respectfully submitted,

The SASSAMON TRACE GOLF COURSE OVERSIGHT COMMITTEE

Robert Healey, Chair
Kevin Chandely, Vice-Chair
Arthur B. Fair III
George Richards III
Nicholas DiMasi

Education & Learning

Superintendent and School Committee

This report is a summation of the most significant events and accomplishments during the past year.

Natick School Committee

In March 2013, Mr. Thomas Campbell was elected to the School Committee for a three year term and Ms. Anne Blanchard and Mr. Paul Laurent were re-elected to the School Committee for three-year terms. The School Committee reorganized on April 10, 2013. The officers are as follows: Mr. Dirk Coburn, Chairman, Ms. Amy Mistrot, Vice Chair, and Mr. Paul Laurent, Clerk. Other members include Ms. Anne Blanchard, Mr. Thomas Campbell, Mr. David Margil and Ms. Firkins Reed.

Student Services

- The State Coordinated Program Review (CPR) conducted by the Department of Education (DESE) last year was a success. DESE verbally acknowledged our strengths, such as continuum of services, assistive technology, staff courtesy/professionalism, and overall compliance.
- Beginning this school year we introduced new programs, or program enhancements, to our school system. These programs at Ben Hem, Wilson, and Natick HS incorporate a Co-Taught model of instruction, mental health strategies, and other interventions to meet the unique needs of our special education students.
- We added 10 more teachers to our contingent of Wilson Language Reading Level 1 certified staff, and have another 10 beginning the training this year.
- We provided Applied Behavioral Analysis based behavioral prevention/de-escalation training to more than 50 staff members, and have another 50 undergoing the training this year.
- We invested heavily in technology putting an IPAD in the hand of every K-8 special educator to utilize with students. Each special education classroom now has access to an array of technology to accommodate student learning styles.
- 25 teachers and 4 administrators enrolled in a Sheltered English Immersion graduate level course focusing on skills and strategies to better teach our English Language Learners.
- The schools were awarded a significant grant from the Metro West Health Foundation in order to assess our capacity to provide mental health services to our students.

Health Services

- Barbara Singer, Bennett-Hemenway School RN was the recipient of the William P. Doran Excellence in School Nursing Award. This award is presented annually to a Massachusetts School Nurse who has made significant contributions to the health of children and adolescents, while maintaining high standards of professional and personal integrity.
- The NPS School Nurses, in collaboration with the Natick Board of Health continues to be one of the few school districts in the Commonwealth to offer flu vaccines to students during the school day. This year over 300 students were provided the flu vaccine during the school day.

Natick High School

Class of 2013 Scholarship information:

Over 140 scholarships totaling over \$160,000 were awarded to the 2013 seniors at Class Night.

Class of 2013 Future Plans:

91.03% of the Class of 2013 went on to further education: 77.88% to Four-Year, 11.22% to Two-Year, 1.28% went to specialized schools, 0.65% went to Prep School and 1.28% went into the Armed Forces.

Graduates will be attending a total of 126 educational institutions in 26 different states, as well as Russia.

TESTING RESULTS

MASSACHUSETTS COMPREHENSIVE ASSESSMENT SYSTEM (MCAS) – Spring 2013

100 % of 10th grade students passed the ELA MCAS

99.1% of 10th grade students passed the Math MCAS.

98% of 9th grade students passed the Science MCAS

SCHOLASTIC ASSESSMENT TEST

Class of 2013: 91.0% (285 students of 312) in the class took the SAT Reasoning Test.

	Natick	State	National
Critical Reading mean	549	515	496
Math mean	556	529	514
Writing mean	537	509	488

ACT TESTING

Class of 2013: 40% (126 students of 312) in the class took the ACT with an average composite score of 23.8.

ADVANCED PLACEMENT (AP) EXAM INFORMATION

426 AP Exams administered in May 2013. Students may take an AP exam without taking the AP course. Results of the 2013 AP Exams: (206 students)

Score Percentage of all scores

5	32%
4	32%
3	23%
2	8%
1	5%

AP SCHOLARS

(Spring 2013 – at least 3 exams taken)

	<u># of Students</u>
National AP Scholar (4.0 or higher)	1
AP Scholars with distinction (3.5 avg.)	25
AP Scholars with honor (3.25 avg.)	15
AP Scholars (3.0 avg.)	21
Total Scholars	62

•426 exams taken by 206 students, an increase of 33 exams and 16 students in 2012-2013

•NHS added two new AP courses for the 2013-2014 school year: AP Economics and AP English Language & Composition

OTHER NOTABLE ACCOMPLISHMENTS FOR 2013-14

There are 13 Commended Students in the 2014 National Merit Scholarship Corporation Program. Commended Students are being recognized for the exceptional academic promise demonstrated by their outstanding performance on the qualifying test used for program entry.

Thomas E. Baim, Matthew J. Bonifacio, Megan E. Carney, Lucrezia Castelli, William S. Coburn, Moss S. Glater, Anderson Holtz, Beryl V. Kaltoven, Anna R. Meyer, Elizabeth C. Reilly, Katelyn Sweeney, Jared M. Walz, and Ryan Ward.

The Anti-Defamation League (ADL) now boasts of having 61 members. The students continue to build skills and will develop PSAs over the course of this year.

In September 2013, Natick High School was invited to nominate students for the Anti-Defamation League's Grosfeld Family National Youth Leadership Mission to the U.S. Holocaust Memorial Museum in Washington, D.C., November 17- 20, 2013. The junior class was invited to participate in an Essay Competition, related to this opportunity. Three students were selected, and the ADL conducted interviews. As a result of the high caliber of students that Natick High put before the ADL, Addison Dlott, Sarah Lagan, and Isaac Stone were all chosen!

CDC For Transfer/International Students

Established as part of the LINKS Program, this CDC is staffed by Andrea Geller. International Students and Transfer Students (10-12), have been scheduled for this period (Term 1) to help with acclimation to NHS. Some LINKS Partners asked if they could be scheduled at this time to provide help and support! The CDC has been well-received and students will determine on-going need (Terms 2, 3, 4) accordingly.

International/Educatus Students

We are very happy to welcome a wonderful, new group of International students to Natick High School. These 11 students will be with us for the full school year and are very excited about their experiences at Natick High. They represent grades 9 - 12 and come to us from Brazil, Germany (2), China (3), Norway, Belgium, Mexico, Switzerland and Kuwait.

LIBRARY:

Implementation of Overdrive Digital Library to provide digital format for students and staff to read books, both curriculum based and for pleasure.

Partnership with Credo Reference: Literati School. Working as the first beta site for Credo, Natick Public Schools (middle/high) was chosen to launch Literati School in secondary schools. "Credo is an information skills solutions provider that serves educational institutions worldwide. We build platforms that enable the flexible configuration of content, technology and services for the purpose of connecting learners, faculty and teachers, librarians and publishers. Credo promotes knowledge building, problem solving and critical thinking to give people the information skills necessary for success throughout their academic, professional and personal lives."

MATH:

The NHS Math Department has implemented the use of MathXL for School software in all of its courses this year. This software is used in many college math courses. Math teachers are seeking

to blend both the best of traditional teaching methods and the resources available through the software to help students.

NHS students set a new record for their level of participation in the New England Math League competition recently. More than 80 students took part in the after school competition held on December 11th. The competition consists of 6 problems, which students have 30 minutes to complete. Freshmen Luke Vrotos had the highest score in the competition for the second month in a row. Seniors C.J. Moynihan and Ryan Ward were tied for second. Ryan has received early acceptance to attend Harvard next year. The competitions are held monthly and all students are welcome to attend. Math teachers will announce the date of the next competition in class in early January. Congratulations to Luke, C.J. and Ryan.

Four NHS students represented Natick High School at the annual New England Math League competition held recently at Worcester Polytechnic Institute. NHS was represented by seniors Ryan Ward, Anne Mulholland, Eliza Reilly, and Ben Nottonson. Students participated in both an individual competition and a team event. Eliza had the highest score among the Natick students in the competition. Eliza has received early acceptance to attend M.I.T. next year. Congratulations Eliza!

ATHLETICS:

-NHS Girls' Swimming, Girls' Soccer, Girls' Volleyball, Football, Girls' Indoor and Outdoor Track, Co-ed Winter Cheer, Wrestling, and Boys' Basketball Teams were Bay State Conference Champions.

-The Wrestling Team was BSC Champions for the 19th time in 20 years. The Boys' Basketball team repeated as BSC Herget Champions claiming the title in 2011-12 and 2012-13.

-The following teams qualified for their respective MIAA tournaments: Girls' and Boys' Volleyball, Football, Girls' Swimming, Girls' and Boys' Soccer, Girls' and Boys' Cross Country, Boys' Basketball, Boys' Hockey, Boys' and Girls' Skiing, Wrestling, Boys' and Girls' Outdoor Track, Girls' Tennis, Softball.

-Athletic Captains participated in a Bay State Conference Captains' Workshop offered by the BSC and presented by Northeastern University's Society in Sport. Northeastern also came and presented to the NHS Coaches and Parents in September 2013.

-Natick HS typically is at an athletic participation level of over 40% per season. Of the Twelve Schools in The Bay State Conference, Natick was tied for first in athletic participation per school population.

-Natick Athletics received a 2012-13 "Sportsmanship Award" from the MIAA for distinguishing itself on and off the field.

-Natick Athletics offers 31 Sports during the year and 66 levels of opportunity to play at the 9th grade, Junior Varsity, and Varsity levels.

-The New England Patriots selected Coach Mark Mortarelli as Massachusetts High School Football Coach of the Week in October.

-The NHS girls and boys hockey teams participated in the 2nd Annual Justin Bailey Memorial Food Drive, benefitting the Natick Food Pantry. Team members helped fill seven cars with donated food;

additionally, \$1,700 in donations was raised for the Justin Bailey Scholarship Fund.

- The following seniors are *Commended Students* in the **2014 National Merit Scholarship Program**. Commended Students are recognized for their outstanding performance on the qualifying test used for program entry:
 - **Beryl Kaltofen, Ryan Ward, Katelyn Sweeney, Anna Meyer, Thomas Baim, William Coburn, Elizabeth Reilly, Megan Carney, Lucrezia Castelli, Matthew Bonifacio, Anderson Holtz, Moss Glater, Jared Walz**
- The high school officially introduced its new Redhawk mascot. Junior Henry Deltano donated his time and talent to create the new mascot for our Natick Pre-school.
- Seniors Anna Meyer and Ryan Ward were this year's recipients of the Massachusetts Association of School Superintendents Award.
- Natick High School Choir hosted the **American Boy Choir** from Princeton, NJ.
- Four NHS students participated for the first time in the **Annual Harvard-MIT Math Tournament**: seniors John Tatian, Michael Shliselberg, Adam Podtburg, and junior Ashley Lemnios.
- Freshman Isabella DePalo participated in National Novel Writing Month, an annual program inviting writers to spend all of the month of November writing the first draft of a 50,000-word novel, while also engaging in discussions, pep talks, and lessons about writing with fellow NaNoWriMo-ers across the globe. Isabella completed and surpassed her 50K word goal two weeks early. Her first draft novel is entitled *Long Live the King*.
- Sophomores Katherine Garry and William Parven each entered an essay in response to the **Hugh O'Brian Youth Leadership (HOBY)** seminar program. Kate was selected as the finalist and Will as runner-up.
- **RoboNatick** attended a MassFTC event with one team coming in at 2nd place.
- Juniors Olivia Van Amsterdam and Alex Petrovsky represented the Natick Public School District for the Natick Lemelson MIT InvenTeam at the Mass STEM Conference held at Gillette Stadium.
- **The NHS Speech Team** participated in the Holly Speech Festival, held at Natick High with dozens of schools from New England and New York. NHS came away with 21 finalists and, over all, took second place in the school sweepstakes award.
- The inaugural **Natick DECA team** had an outstanding debut at its first competition. The team competed at the DECA District IV Competition placing in 7 of the 9 total categories in which they competed. Fourteen team members also qualified for the state championships.
- The following high school students qualified for Massachusetts Music Educators Association Eastern districts and is competing for All State:
 - Stasie Sereda
 - Molly Radant
 - Brian Dillaway

Juliana Van Amsterdam

- Natick High School Drama successfully produced *Once Upon A Mattress* for the Fall Musical.

Kennedy & Wilson Middle Schools

Many noteworthy events have happened at both Natick middle schools in this past calendar year, among some of the highlights:

- The middle school Peer Leadership program provides monthly anti-bullying training to interested student leaders and 50 students across both schools participated in extensive trainings with the Anti-Defamation League (ADL) this past year. These training workshops focus on bringing awareness of and educating on issues of bias and bullying behaviors as well as teach students skills to prevent bias and bullying behaviors from occurring in our school communities. This program enables the student leaders to then train younger students as part of the middle school anti-bullying education curriculum.
- Middle school Math Club students had a rewarding experience in that both teams moved up a division based on their strong performance. The Wilson Math Club currently holds first place in their division and Kennedy's Math Club ranks third place in theirs. At the beginning of the '13-14 school year, both teams are on track for their highest scoring season yet!
- Eighth grade Language & Literacy classes implemented the Capstone Multi-genre Research Project with all classes. This project is an opportunity for students to identify and explore a topic of interest from their intellectual, political, emotional, spiritual, artistic and/or physical lives. Students communicate their learning through a variety of writing genres, creating artifacts related to their topic using poetry, stories, advice columns, diaries, news articles, tributes, interviews, parodies, music, cartoons, art and other writing pieces. This final, culminating project allowed students to showcase all they've learned in writing and literacy through their middle school years.
- Approximately thirty middle school students auditioned for and 15 were accepted to perform at the Massachusetts Music Educators' Association Eastern district chorus and band competitions in March 2013. Additionally, the WMS Pops Chorus attended the Music in the Parks Festival and placed first in their category with a rating of Excellent and won the overall Best Middle School Chorus in the 2013 competition.
- KMS 6th graders were finalists in the Samsung "Search for Tomorrow" grant contest. The contest was designed by Samsung to have schools "...show how STEM can help improve the environment in your community." As finalists in the contest KMS received 73 Galaxy Tablets, a color printer, cameral, laptop computer and Adobe software.
- For the first time in middle school programming, 7th grade students studying French at Kennedy and Spanish at Wilson are taking their foreign language class completely online. Middlebury College, a recognized leader in global language studies, has developed this interactive learning experience. This is a year-long pilot study in both schools.

Elementary Schools

Curriculum, Instruction & Assessment

Each of the elementary schools is moving forward with full implementation of the educator evaluation model as well as administer PARCC-like assessments at all grade levels.

Bennett-Hemenway: This year Ben-Hem is delving into the Common Core standards exploring both the shifts in content and thinking involved. We are integrating this work with the district's focus on writing and the implementation of District Determined Measures.

Brown: We have improved the way we respond to student needs in the area of literacy through our child study process and data discussions. Teachers analyze student performance to implement targeted interventions that are research based for students showing learning gaps.

Johnson: We are connecting behavioral and academic goals into our global perspective on the whole child as we launched our whole school Positive Behavior Intervention and Support programming in concert with our monthly data team meetings. This frequent check in with teams to review student successes and challenges has led to positive outcomes for students and teachers.

Lilja: Lilja is currently redefining its mission, vision and values while developing a Positive Behavior Interventions and Supports curriculum that contains universal systems of support for all students. Lilja School welcomed a new principal, Ms. Heather Smith.

Memorial: Working to create a culture at Memorial School whereby personalized prose response writing is promoted through multi-tiered system of support. We are solidifying a process that identifies concerns, collects data, and implements timely support options.

Preschool: The Preschool, like the elementary schools, is ensuring full alignment with Common Core State Standards, and also exploring the earliest aspects of "cradle to career" by promoting Social Thinking and early literacy skills intended to equip students for age-appropriate language use when problem solving and retelling stories and events.

Management & Operations

Bennett-Hemenway: The new playground was fully installed over the summer. This is a massive investment in the well-being of students at Ben-Hem. The children love their new play space and our community is incredibly grateful.

Brown has updated the library and several classrooms with new carpet. In addition, our outdoor classroom was installed in the summer of 2013 and we will begin planting in April of 2014.

Johnson has benefitted from many capital improvements this year. During the summer of 2013, natural gas lines were installed along with a new boiler. We have installed new windows in approximately 50% of the building, with the other half on deck for new window installation during the summer 2014. Our driveway and walking paths were repaved this summer.

Lilja is being revitalized. Our cafeteria was recently transformed by new paint and our Kindergarten playground was expanded. We are also in the process of converting an old classroom into an "intervention center" for students.

Memorial: The rapid pace in which our new kindergarten playground was planned and then built was exciting for our students. Additionally, the paving of the parking lot and lining the spots have improved the drop off and pick up process.

Preschool: The preschool added an outdoor play space accessible to students during and beyond the school day. The playground was designed to accommodate preschool age children of varying levels of physical abilities.

Family & Community Engagement

Bennett-Hemenway: Currently Ben-Hem is working on developing a strategic communication plan. The goal of the audit and subsequent plan is to streamline communication with families and ensure that timely, accurate information reaches families.

Brown: We presented the Collaborative Problem Solving model to the community to educate them on how we are being trained to handle difficult situations with students.

Johnson: In collaboration with the PTO, Johnson is hosting focused, informational talks as part of their PTO meetings this year. We are discussing PBIS (Positive Behavior Intervention Supports), expectations for learning across grades, what to do when you have questions about your child and explaining the difference between Title One and Special Education supports.

Lilja: Lilja's School Council is working on a School Climate and Communication survey that will go out to all families. School Council will develop goals for improvement, using the results from the survey. Lilja will also host a community reading of Carol Dweck's *Mindset* aimed at engaging families about how we can best support the growth of our students.

Memorial: Memorial's School Council is working on developing a Vision for long term success at Memorial. Additionally, the Council is planning a cultural night and after school educational clubs.

Preschool: Preschool School Council is hosting a series of Coffees and Conversations focusing on curriculum and instruction initiatives including Social Thinking, Common Core State Standards and Stretch What Matters Yoga for Students.

Technology

Bennett-Hemenway: Ben-Hem continues to pilot and evaluate the implementation of mobile devices and applications in elementary classrooms. This year Ben-Hem has 80 student iPads deployed and all staff are now equipped with devices as well. Teachers and other staff are exploring the application of these technologies in the learning process.

Brown: Brown has a technology growth and replenishment plan that has brought an assortment of devices and laptops across the grades. We have deconstructed our tech lab and distributed those laptops to classrooms to give students more opportunities to use technology throughout the entire day.

Johnson: Johnson School is constantly looking for opportunities to support our learners. We continue to increase the number of devices and applications that support content acquisition and skill development.

Lilja: Lilja replaced ten teacher laptops this year. For the first time, Lilja has a technology team that will feature iPad applications at monthly staff meetings in order to sustain the enthusiasm from Tech Day.

Memorial: Continued implementation of mobile technologies and online learning. Technology centers is a goal for all classrooms for personalized learning during ELA and math centers.

Preschool: Preschool continues to explore ways to use current technologies as communication devices for students who are nonverbal or have language delays.

Natick High School Class of 2013

Maryam Ateef Abraheem
Carly Elizabeth Ackerley
Cassandra Marie Albrecht *☺
Katelyn Sara Alcott *
Ryan F. Alexander
Abigail Sophie Alfaro
Raymond J. Allen III
Clark M.. Andrews *
Caroline Beth Aronson
Adrienne Jamie Arthur *
Adam Marion Azanow
Katherine Leah Azanow *☺
Jordan Elizabeth Barbieri
Priscilla M.. Barbosa
Hannah Beasley-Doherty
Robert Newman Beausoleil
Evan Louis Belford
Christopher Edward Bennett
Elyssa Mae Berg
Franciane Araujo Berti
Theodore G. Billings *
Lindsey Page Blease
Sabrina Rose Bleicher
Ryan C. Boland
Carly Storm Bortman
Martine B. Boucher
Desirae Leana Bova
Rachel N. Brady-Doherty
Henry Brandt
Jamie Nicole Brass
Erika Lee Brayman *
Ross Archie Brayman
Benjamin Louis Briskin
Andrew Sebastian Brock
Landon Justin Brown
Sean Patrick Burke
Brian Joseph Bushard *
Ali Catherine Butcher
Kevin Joseph Cadigan
Ashley Marie Cadman
Eric Alejandro Campos
Douglas R. Canning
Brian Andrew Carney
Brendan Gerald Carroll
Joseph Patrick Carty
Marykate O'Haire Cary *☺
Amelia Hee Won Casey

Carrington Jean Cazeau
Erik M.. Chang
Caroline Hope Chizek
Alicia Marie Chouinard *
Kevin Alec Christie
Samantha May Ciampa
Hannah Grace Clerico *
Emily Kathleen Clover *
Kyle William Collett
Richard Garvin Conaway
Daniel Patrick Condlin
Michelle Sohini Cook
Taylor Ellen Charlotte Corey*
Stephen James Costello II
Cecelia Li Cotter
Giulia Crippa
Justin Frank Crowley *
Lauren Marie Crowley *
Alessia Gina Cucinotta
Brian C. Cummings
Christina Elizabeth D'Ortenzio
Madelaine Gray Daley
James Kevin Danahy
Jagravi D. Dave *☺
John Clifford Davenport
Brooke Marie Delmonaco
Jared Stephen Detwiler *
Benjamin John Diaz *
Valerie Sofia Diaz
Richard Tedd Dlott
Caroline Rose Doherty
Conor J. Doherty
Lauren Michelle Donahue *
Ryan Edward Donohue
Natalie Mae Dorfneilsen *s
Michael Charles Dunlap *
Julia Margaret Dunlavey *
Victoria L. Dunn
Tori Elizabeth Ann Dyson
Dylan Matthew Edwards
Julia Elizabeth Edwards
Lauren Elizabeth Eldridge
Peter M.. Erhardt *
Amal Ezzat
Natalia Olivia Farina
Laila Aicha Fatimi
Taylor Layne Federico-Grome

Natick High School Class of 2013

Olivia J. Filleti
 Julia Marie Fitzgerald
 Molly Chambers Flaherty *
 Deonte K. Flounory
 Taylor Amanda Flutie
 Noah Eyal Foster
 Johnathan Bruce Francis
 Lily M.. Frank
 Kayla Laurel Fraser
 Matthew Russell Friedman
 Kendall Nicole Fry
 Bridget Marie Furdon *
 Adrienne Chava Gagne
 Jennifer Catherine Gallo *
 Elise Mary Garrity *
 Olivia Anne Gatter *
 Elizabeth Florence Gee
 Jason Edward Geller
 Matthew Ryan Gentry *
 Samuel J. Giorgio
 Kiley Marie Glavin *
 Ian Gilmour Grant *
 Hannah Rose Griffith
 Ford Henning Grundberg
 Alejandro Francisco Gutierrez*
 Daron Grikor Hacopian
 Willamina Troy Hadley *
 Jeffrey James Harmon
 Kyle Thomas Harmon
 Natalie Ann Harrington
 Alexander Ramirez Harris
 Jennifer Brenda Harriett Harris*
 Bessma Faris Hassani
 Justin James Haugland
 Chrysta Marie Heafey
 Kyle J. Hegarty
 Christian Anthony Hernandez
 Zachary Lewis Hilger *
 Alexandra Grace Hladick
 Rebecca Eileen Hosea
 Joseph John Huliston
 Robert John Hunt, Jr. *
 Richard Bryce Hunt
 Christa S. Jacob *
 Nicholas Edward Jacobson *
 Travis Edmond Jamison
 Larion Licaye Clinton Johnson

Daniel B. Joseph *
 Gregory Paul Kaizer
 William Philip Kane *
 Saba G. Karimeddiny *
 Jesse D. Kattany
 Krystal Rose Kearns
 Emily Elizabeth Keefe *
 Maryelizabeth J. Kelleher *
 Brian Thomas Kelly
 Casey Elizabeth Kelly *
 Anders Frederick Kilham
 Jonathan Paul Klein
 Benjamin Frederick Klepper *
 Emma Rose Knox
 Harrison Mika Kohen *
 Eleni Maria Kovatsis *
 Ilir Kumi
 Daysi Josephina Kushinsky
 Matthew Edward Kustra
 Douglas W. Laderman
 Kathryn Elizabeth Lancaster *
 James Kevin Lavery
 Ashley H. W. Lea
 Aimee Camille LeBlanc
 Nicholas D. Lee *
 Shayna Elizabeth Lee
 Leah Marie Leger *
 Samuel B. Lenson
 Anne Therese Lessard *
 Jacob Arthur Levenson
 Tyler Dimitri Steven Levine
 Charlotta Marie Lindell
 Gregory Joseph Loges
 Jack S. Lowell
 Connor Sean Lydon
 Kaitlyn Rae Lyttle
 Patrick Hartley MacArthur
 Kyle John MacBlane
 Christopher James MacDonald
 Ross Gabriel Macfarlane
 Brendan Reid MacGrath
 Meghan Kennedy MacLellan
 Brian Davis MacLeod
 Jonathan Otto Magee
 Terrance James Maguire
 David Benjamin Makransky
 Brett Austin Malcolm

Natick High School Class of 2013

Jenna Marie Mandozzi *
 Breno Rodrigues Bourguignon Martinelli
 Katherine Marie Mason
 Eliza Anne Matz
 Lauren Mckenzie McCall
 Caroline Passi McCue *
 Erin Cynthia McDonough *
 Sarah Parke McEachern *
 Erin Patricia McGovern
 Kathryn Mary McIver *
 Justin Paul McKenney
 Adele Maura McKiernan *
 James Rodrick McLean
 Jennifer Carter Mega *
 Zachary Michael Melisi
 Ashley Nichole Mitchell *
 Danielle Alecia Mitchell
 Rory MacDonald Mitchell
 Nicholas Tyler Morton *
 Mayroun Gamil Mosaad
 Erin Clare Murphy
 Jessica Anne Murphy *
 Taylor Ann Murray
 Jack Alexandre Naman
 Matthew Thomas Naser
 Joseph Patrick Natarelli
 Lindsey Sue Dixon Natarelli
 Taylor Altman Nefussy *
 Sean Robert Newton
 Jimmy Minh Nguyen
 Erin Elizabeth Nicholson
 Samantha Shannon O'Gorman *
 Shane Canoni Olson
 Oluwakolade Elijah Oluwole
 Justin Michael Ouellette
 Laura Michelle Pansire
 Rebecca Cristiana Parnes
 Matthew W. Pease
 Nichole Rose Perkins
 Maximillian James Petot
 Aaron Lee Petrovsky
 Meghan Sera Pini
 Amanda Lynn Planck
 Max D. Plasker
 Elizabeth Anne Powers *
 Mikaela Jean Price
 Samantha M. Prim

Nicholas R. Queen
 Alicia Perry Rabideau *
 Hannah Claire Raddant
 Michelle Katherine Raffi
 Colton Steed Raithel
 Roxanna Rajabi *
 Patrick M.. Ramjug *
 Amanda Marie Ramos
 Nicole A. Ramos
 Alexandra Mary Ranucci
 Anish Ravi *
 Jacob John Reimer *
 Alexe Oliveira Restivo Lage
 Mariano Antonio Restivo Lage
 Nahomi R. Reyes
 David Patrick Reynolds
 Justin Michael Richard
 Carson Walker Riley
 Joelle Kathleen Riley
 Jordan Michael Riley
 Sean Robert Robson
 Miguel Antonio Rodriguez
 Angelize Rose Roman
 Alison Deborah Rosin
 Eric Richard Rosin
 Jessica V. Ryabin *
 Maggie Magill Ryan *
 Timothy Alexander Sakharov
 Matthew Benjamin Samuels
 Luis Enrique Sanchez
 Jacqueline Lee Sant *
 Nicholas John Sant *
 Anthony Jerome Santoro
 Lydia Antigone Savage
 Nicholle Marie Schow
 Christopher Michael Sciarra
 Ilyas M.. Shuja
 Amanda Jillian Singer *
 Jeffrey Andrew Singer *
 Andrew Joseph Slavet
 Katherine Anne Smudin *
 Joshua S. Spadaro
 Emma Victoria Stewart
 Peter Anson Stowe *
 Gabriel William Syms
 Evandro Tolentino Tavares
 Rachael Hannah Thalheimer *

Natick High School Class of 2013

Nickolas Parker Thorsen
Stephen Bernard Toole
John Wesley Turner *
Lauren Kristina Tutuny
Kris Nevaeh Tyler
Alena Santa Ubaldino
Thomas Bruno Ubaldino
Katherine Christine Valdez
Michael Ryan Van Auken *
Nathan Darin Verret
Jacob Phillip Heider Wainer
Andrew Daly Watkins
Tiana Lee Watson
Michael Paul White *
Todd Richard Wilcox
Leander Vincent Willetts
Joseph Herbert Williams
Matthew Christopher Williams

Christopher Allen Williamson
Alec Miles Wilson
Miranda J. Wixson
Christopher Edward Wong
Erica Hang-Yee Wong *☉
Thomas George Woods
William Clifton Wright IV
Jesse Newman Wyatt
Jaime M. Yaneza
James Fan Xin Yang
Robert Andrew Yee *
Joseph Patrick Zanchi
Edward Hongping Zhou
Ethan Seth Ziegler *
Eric Collins Zimula
Elizabeth Anne S. Zuelke
Jonathan David Zuniga
Jeffrey Miller Zwick *

*National Honor Society Member

☉High Honors every term, all four years

South Middlesex Regional Vocational Technical School Committee **(Joseph P. Keefe Regional Vocational Technical School)**

This annual report is prepared by Superintendent /Director, James M. Lynch, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the towns of Ashland, Framingham, Holliston, Hopkinton and Natick.

As in recent past reports prepared and approved by the District Committee, this report discusses from the perspective of the Committee the principal items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

The Committee acknowledges with great appreciation the service of its Recording Secretary, Elaine O'Toole, whose careful recording of the minutes of the Committee Meetings makes possible the preparation of this annual report. The Committee also takes this opportunity to recognize and thank, Carol Lydon, Administrative Assistant to the Superintendent-Director, for her many years of quality work preparing documents for Committee deliberations. Mrs. Lydon retired in October of 2013 after more than 35 years of service to the District.

The Committee reorganized on June 6, 2013 with the following officers being elected unanimously to the following positions:

Chair: John Kahn (Framingham)
Vice-Chair: Edward Burman (Ashland)
Paid Recording Secretary: Elaine O'Toole
Paid Treasurer: Jack Keating
Assistant Treasurer: John H. Evans (Framingham)

The balance of this report presents a summary of the discussion and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

Community Engagement

Staff and students of the construction cluster career and technical programs of Carpentry, Electrical, Landscaping, Metal Fabrication, Plumbing, and Graphic Communications participated in many community projects throughout the School District member towns. Examples of these activities include the following:

Carpentry –

Ashland Water District – Built and installed a shed

Framingham Housing – Addition – 2 sided structures with a roof – framed the inside

Framingham Police Department – Constructed a 2 bay garage for motorcycles

Framingham – MRTA Bus Shelter – 4 x 8 roofed structure

Holliston – Senior Center – Rebuilt section of Holliston Senior Center

Hopkinton -7 Walker Street – Complete front railing – built rear deck and stairs from the previous year's house building project

Natick- Accept Collaborative – Reconstruction of program space

Electrical -

Ashland Lions Club – Electrical repair work on interior lighting and switches in trailer

Framingham Police Department – Electrical for the 2 bay garages for motorcycles built by carpentry

Framingham Parks and Recreation – Completed electrical work on numerous occasions throughout the school year

Holliston Senior Center – Electrical work on the rebuilt section of the Holliston Senior Center

Hopkinton Middle School – updated wiring

Hopkinton – Bay Path Animal Shelter – A number of electrical projects

Landscaping

Ashland Middle School – Landscaped the outside of the school

Metal Fabrication

Framingham Parks and Recreation – Completed backhoe bucket repair and repaired tool box on a truck

Town of Framingham – Repaired 12 satellite receiver covers

Plumbing

Hopkinton Middle School – Updated plumbing at an eyewash station in the wood shop program

Graphic Communication - Printing for 13 Schools within the District

In addition, the Keefe Community hosted the Metro West Leadership Academy to a tour, a program presentation on Career and Technical Education and lunch. In June Keefe Technical School hosted a breakfast for the Community Based Justice (CBJ) that included judges and representatives from the District Attorney's Office, Probation, School Officials and area Police Departments. It should also be noted that all five District town high schools swimming teams practice and compete at the Keefe Technical School pool. The pool is also used by the Framingham and Natick Park and Recreation Department.

Administration

The Superintendent's Evaluation Sub-Committee considered the process by which the Committee and the Superintendent established goals for the administration against which the Superintendent's performance is evaluated periodically by the Committee. The Superintendent and the Committee will use the new Educator Evaluation instrument that is required by the DESE in 2012-13 for RTTT Participating Districts. The on-going Sub-Committee members are John Kahn, William Gaine, Mike Rossi, John Evans and Dr. Stephen Kane, Chair.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 1, 2012 through June 30, 2013. The goals adopted related to the following: Improvement of the District's administrative meeting organization, establishment of job descriptions for all employment positions, incorporate 21st century skills into curriculum, assessment and instruction, budget development and financial management, collective bargaining, recruiting and enrollment, supporting the school and district improvement plan, and capital budget planning.

The Committee completed its periodic evaluation of the Superintendent's accomplishments against established goals and desired personal qualities.

The complete record of that evaluation is a public document that is available at the South Middlesex Regional School District Superintendent's office.

The Superintendent received a 2% COLA salary increase in 2013 and a 1% increase for merit.

The School Committee conducted an internal search for Mr. Lynch's replacement. Following a formal process that included interviews and a review of all submissions, the Committee voted to appoint Mr. Jonathan Evans as the next Superintendent- Director. Mr. Evans has worked for the District for 18 years, 10 as an administrator and the last 3 as Principal of Keefe Regional Technical School.

Technology

In 2013, Superintendent Lynch made a recommendation to the Committee regarding technology improvements. Mr. Lynch proposed to create a total wireless digital learning environment at Keefe Regional Technical School. This new learning environment would also include a new voice over IP phone system to replace the existing 40 year old original phone system. The technology infrastructure at Keefe required changes and improvements to facilitate this goal. Contained in the FY14 budget are funds to support half of this goal. The District Administration will plan to budget for the second phase in FY15. The specific changes include transitioning to a mostly cloud based server configuration, the reduction of facility technology switches, the installation of all new fiber optic cabling, a substantial increase in communication capacity, new firewall installation and more. The Keefe community is excited about these improvements.

School Improvement Plans

The Committee adopted The School Improvement Plan for the 2013-2014 school year which embodies specific performance objectives as follows: 1) Utilizing interim assessment data in MCAS subjects to inform interventions, 2) Integration of World-Class Instructional Design and Assessment (WIDA) standards into academic content areas, 3) Implementation of direct content instruction during learning strategies courses, 4) Implementing tiered levels of support for at risk or struggling learners, 5) Implementing Mathematics and Language Arts strategies as part of common core standards in Career and Technical Programs, 6) Additional college awareness, 7) Additional guidance lessons in the personal-social domain. 8) Improving school climate and culture and 9) Emphasis on 21st Century Skills.

The Committee reviewed the progress toward the goals of the 2012 -2013 School Improvement Plan. The report of Principal Evans noted tangible specific improvements in: 1) Alignment with the Massachusetts Model for Comprehensive School Counseling through guidance 2) Development of re-engagement strategies for potential dropouts or at risk students, 3) Work collaboratively to reduce behavior that interferes with student learning, 4) Implement formative, summative and authentic assessments to guide instruction and 5) The implementation of the Common core State Standards.

The Committee also received and approved a District Improvement Plan proposed by Superintendent Lynch. This district improvement plan included new goals for a digital learning environment, new STEM elective courses, new recruiting initiatives and the completion of the district capital project, a new roof.

Handbook

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. Major changes relate to revision of legal citations and changes in the course credit system for English, mathematics, science, social studies and the exploratory component of all CTE programs.

Race to the Top Program

In 2009, the Superintendent met with the leaders of the Keefe Tech Education Association and the Chairman of the South Middlesex Regional Vocational Technical School District School Committee to form an alliance and apply for participation in the Race to the Top Grant Program that was offered in Massachusetts. The South Middlesex Regional Vocational Technical School District qualified for this grant and will have access to approximately \$112,000.00 to be used over a four year period. This grant opportunity was designed to achieve five major objectives as follows: 1) improve educator effectiveness, 2) improve curriculum and instruction, 3) help to create school turnaround in identified low performing schools, 4) improve college and career readiness, and 5) to provide educators with real time actionable data through improved data systems and infrastructure. The Superintendent expressed pride that at Keefe Regional Technical School labor (Teachers Association), management (Superintendent and Administration) and the employer (School committee) will be working together to participate in this education improvement initiative. These funds and the anticipated DESE assistance will allow our school district to implement the stated improvements in a timely and effective manner. I anticipate that these changes will be required of all districts by September of 2014.

The Budget Process

The Budget Sub-Committee, members Stephen Kane, Sarah Commerford, Ruth Knowles, Larry Cooper, Linda Fobes, and Edward Burman under Chairman, Mr. Edward Burman presented a preliminary FY15 budget representing a 2.97% increase over the prior year's actual budget.

The Superintendent continued his practice of meeting informally early in the budget process with the financial officers of the member towns to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget as submitted to the member towns for FY14 was approved by all (\$15,506,373).

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. During the preliminary process there were no material findings that were disclosed. It is also expected that the audit report calculates that the energy project met its stipulated guarantee benchmarks for the 2012-13 year.

Business Office

The business office staff of the South Middlesex Regional Vocational Technical School District has continued to provide efficiencies within the daily operations. Human resource management, employee benefits programs, procurement practices, contract proposals, grant fund accounting, grant management, student cafeteria management, student nutrition, budget preparation and management, continuing education registration and inventory control are all components of the business office operations that have undergone improvements and efficiencies. Following a business

office staff member retirement, the Superintendent and Business Manager took the opportunity to establish a new, much needed position of Accounting Specialist. This position answers directly to the Business Manager, requires municipal accounting skills and experience and is considered a specialized employee who processes confidential information. The business office has been reorganized as a result of this new position and the structure has improved performance and efficiency. In addition, as a result of proficient evaluations and a new capital project in the planning, the business manager Kirsteen Leveillee was promoted by the Superintendent to the position of Director of Finance and Business Operations.

State Aid

The Governor and Legislature again proposed reductions in state aid to transportation (Approximately 60% of needed revenue). These funds provide access to regional schools where transportation networks extend across community lines. Moreover, cuts made after member communities have approved balanced regional school budgets based upon reliable forecasts may require significant reductions in educational programs. The Superintendent and the Committee Chair, with the support of the Committee, addressed their concerns to the Governor and State legislators and to the Massachusetts Association of School Committees. The chapter 70 State funding for the South Middlesex Regional District was substantially reduced from the original House 1 numbers. Final aid figures did not get approved through the House and Senate until the end of June which resulted in a revenue deficit from the original projection.

Siemens' Energy Conservation Project

Performance Year 4: June 2012 to May 2013 Siemens Industry (Siemens) is pleased to provide the South Middlesex Regional Vocational Technical School District (Keefe Tech) energy savings guarantee report. This report details the guarantee period savings by means of comparing the guaranteed energy savings versus the realized energy savings. Your Energy Performance Contract with Siemens guaranteed **\$580,309** in annual savings which will be confirmed within the audited financial statements.

Personnel Administration

The Committee, in collaboration with the School District Administration and at the recommendation of the employee insurance advisory committee, applied for and was accepted into the West Suburban Health Group. This organization is comprised of 17 area municipalities who purchase health insurance in an efficient cost effective manner. As a result of this new affiliation, the District can now offer health insurance plans that compete with the GIC benchmark programs and with multiple plan design options for employees. The District also made other improvements with employees through collective bargaining.

Enrollment, Recruiting and Student Retention

The Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our financial support and overall operational success. Our enrollment has improved in the last two years and we are expecting further improvements this year. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will dictate our success in attracting students and their families to Keefe Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe is recognized by our community as a career and technical school of high quality. We have improved and will continue to improve our marketing techniques, our communication with

our school district sending town middle and high schools, and with our connection to prospective students and their families. The enrollment on October 1 of 2013 was 700 students reflecting a slight decrease of students from the previous year. The student enrollment of 700 students is our second largest enrollment count of the previous ten years.

Buildings and Grounds

The Keefe Regional Technical School opened its doors in September of 1973. As we begin our 40th year of operation, the Superintendent reported that our facility is doing well. Thanks to a comprehensive energy upgrade that was completed in 2008, our facility is poised to move forward without the need for major structural improvements. Our maintenance and custodial staffs continue to take ownership for the quality of our building and grounds. We recently completed having a contractor perform improvements to our 100 foot smoke stack that will improve the structural integrity of the smoke stack and the functioning efficiency of our boilers. We anticipate that future projects for our District facility will involve a new roof membrane, parking lot improvements, sealing our concrete building envelope, and athletic locker room renovations. The superintendent also anticipates investigating in the installation of photo voltaic solar panels on our roof after the installation of a new roof membrane is completed. To begin the process of capital improvements, the Committee authorized the Superintendent to file a Statement of Interest with the Massachusetts School Building Authority (MSBA). The Statement of Interest filed with MSBA was not accepted in 2012. MSBA officials encouraged the Superintendent to file a new application in 2013 for a “roof only” project. That application for a “roof only” was filed with MSBA, accepted by MSBA for a feasibility study and the roof replacement project is currently being planned for 2014. To date, the proposed roof replacement is expected to cost approximately \$6,000,000.00 with approximately 70% reimbursement expected from the State MSBA program. If all goes as expected, the new roof will be installed in June of 2014.

Student Achievement

The District received from the DESE its annual accountability report detailing Keefe’s 2013 Accountability Data. Based upon the following accountability data: proficiency gap narrowing, student growth, 4 and 5-year cohort graduation rates, dropout rate, and the level of student participation in the MCAS testing, Keefe students achieved an overall accountability score of 77, on target overall. All parents or guardians of Keefe students received the Keefe Report Card notifying them of this accomplishment. In summary, from 2010 to 2013 in ELA the number of students scoring at proficient or above increased by 35% while the number of students failing decreased by 5%. For math the number at proficient or higher increased by 7% while the number failing decreased by 2%. This fall, Keefe Tech was informed that according to the 5-level scaling systems created by the DESE under the accountability and assistance levels, Keefe has been categorized as a level 2 school. Schools with an accountability status of level 2 will analyze disaggregated data for all student groups to ensure interventions and supports are appropriately aligned to address needs, review the performance of students with disabilities, and consider improvement or capacity building activities, as appropriate.

In March, Keefe hosted the Massachusetts Skills USA with 640 student participants. Keefe Regional Technical School received 3 Gold medals, 5 Silver medals, and 6 Bronze medals. Thirteen students advanced to the State Competition, and Keefe Students earned 5 Bronze medals.

For the fifth year in a row, the Keefe Tech Drama Club produced a play for the school and the community. The 2013 performance was Romeo & Harriet by Charlie Lovett, Music and Lyrics

by Bill Francoeur. Rehearsals started in November and ran through March. Students rehearsed Mondays, Tuesdays and Thursdays from 2:30 to 5:00, finishing with a final full week of rehearsals. Thirty three students in grades 9-12, including cast members, backstage/lighting crew, and makeup artists, performed at an all school assembly followed by an evening performance for the community that same night. There was also a matinee performance the following Saturday. All performances were well attended--a full house for the student assembly and over 200 audience members for the public performances.

General Advisory Board

The General Advisory Board consists of the Chair of each Vocational Advisory Board. The General Board summarizes and brings to the attention of the administration and the School Committee observations and recommendations of the advisory boards. The points noted for the current year include: the need to continually align the curriculum with changes in technology; outreach to bring Keefe's program to potential students; increasing opportunities for students and employers in the co-op program; successful pursuit of grant funding for state of the art vocational equipment; and maintaining the license status of student professional programs that advance Keefe students' vocational entry opportunities.

New School Committee Members

In 2013, two long serving members of the School Committee resigned from the committee for personal reasons. Yvonne Giargiari and Richard Lanoue, both of Holliston, left the Committee. The selectmen in the town of Holliston have appointed Barry Sims and Sarah Commerford to the Committee.

Superintendent Lynch Retirement

In May of 2013, Superintendent James M. Lynch informed the Committee of his intention to retire in January of 2014. Mr. Lynch, who completed 37 years of service to the District, expressed his desire to spend more time with family as his main reason for his announcement. The effective date of Mr. Lynch's retirement was January 4, 2014.

Respectfully submitted,
James M. Lynch
Superintendent-Director

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

ASHLAND

Edward Burman
William N. Gaine, Jr.

FRAMINGHAM

Nelson Goldin
Michael Rossi
John Kahn - Chairman
Linda Fobes
James Cameau
A.J. Mulvey
John Evans

Larry Cooper

HOPKINTON

Ruth Knowles

Frank D'urso

HOLLISTON

Richard Lanoue replaced by Sarah Commerford

Yvonne Giargiari replaced by Barry Sims

NATICK

Tassos Filleles

Dr. Stephen Kane

Morse Institute Library

www.morseinstitute.org

The Morse Institute Library is dedicated to making a difference in the life of our community and to offer services that are free of charge and available to everyone of every age, ability, and background in Natick. We strive to be the "town's living room" and the "third place" where Natick residents feel welcomed and safe.

Highlights from 2013 include:

- Our part-time Young Adult librarian was made full-time in 2013. This position has allowed the library to increase the amount of programming for Natick teens. Turnout for these programs has been enthusiastic and well-received by both teens and parents. We look forward to continued successful teen programs in 2014.
- In October 2013, Rose Huling, the library's Bookmobile and Outreach Librarian, was awarded the John Philip Award by the Association of Bookmobile and Outreach Services (ABOS). This is the highest honor bestowed by ABOS and is given in recognition of "outstanding contributions and prominent leadership by an individual in the Bookmobile and Outreach services." We are proud of Rose and her passion for providing outstanding service to her patrons via the bookmobile.
- Technology upgrades continued in 2013 -- the public access computers were upgraded and wireless printing was made available throughout the building. The library's technology inventory is continuously updated to reflect the new technology acquired during the year.
- In 2013, the library made needed enhancements to patron and staff safety by adding digital security cameras and keypad locks on exterior doors. We also began working with Natick fire and police to develop safety procedures and responses for staff. As part of our annual Staff Development Day, we learned safety tips from a program called "Verbal Self Defense."
- The Morse Institute Library continues to serve as a Foundation Center Cooperating Collection. The library provides resources for individuals interested in learning how to apply for and write grants. The library offered six webinars and training sessions in 2013.
- Library staff received training from the staff at Natick Pegasus on how to set up a video camera and tape library programs.

- The library uses social media as a form of community outreach. In 2013 we had 748 “followers” on Facebook, a 30% increase over 2012.
- In 2013, the Reference Department provided assistance to patrons on the use eBooks and downloading electronic titles, as well as help with other electronic reference resources.
- Library Website – in 2013, the library had 148,902 visitors to our website, an increase of 5.38% over 2012.
- 28,313 people used their mobile or handheld devices to access the library and its resources, an increase of 58% over 2012.
- The library offered a variety of programs in 2013, totaling 695 programs with over 10,000 people attending. These programs included basic computer classes, music programs, guest authors, book groups, art displays and community exhibits, and summer reading programs.
- The very popular Creative Connections program hosted 9 events with 550 people attending.
- Several mobile library card sign-up events were held around Natick using the Bookmobile.
- The Veterans Oral History Project continues to add material to its collection. In 2013:
 - Fifteen interviews were completed
 - 226 videos are now on the project’s web site www.natickvets.org
 - Nearly a dozen programs were offered by the project coordinator, Maureen Sullivan. Those programs included the popular annual Veterans Breakfast held at Kennedy Middle School, Veterans Day ceremonies, Pearl Harbor Day ceremonies, as well as presentations at Whitney Place and other area venues.
 - A new project was started at the end of 2013 – a guide to Natick’s veterans’ squares.
- In 2013, the Morse Institute Library and the Natick Historical Society continued our work together through the shared use of an archival quality display case located in the library. This cooperation allows the Historical Society the opportunity to display some of its unique items at the library where we have more accessible hours.
- 2013 saw an increase in outreach by the bookmobile to more underserved populations (i.e. seniors and homebound patrons). We are proud to continue our service to the U.S. Army Soldier Systems Center (Natick Labs).

Grants the library received in 2013 included the Nellie Mae Education Foundation - \$1,300; Veterans Oral History Project grant - \$30,000; Natick Garden Club - \$100; and Natick Lions Club - \$200.

We continue to work cooperatively with the Bacon Free Library, providing Minuteman Library Network access, Natick Reads programming, and other expertise as needed.

The Friends of the Morse Institute Library generously contribute to the quality of the library by providing funding for programs and books. The Friends provide funding for “speed reads,” as well as programs for children, teens, and adults, museum passes, bookmobile enhancements, and much more. Funding from the Friends allows the Morse Institute to provide many programs and services which would otherwise not be possible.

Our dedicated volunteers give their time and talents to make the Morse the special place that it is. We cannot thank them enough for all they do for us. Every spring the library hosts a Volunteer Appreciation Luncheon to celebrate our volunteers and honor their service to us.

On behalf of the Trustees and staff, I wish to thank all of the individuals and groups that donated their time, talent, enthusiasm, and funding to the library in 2013.

Respectfully submitted for the Trustees

Kathleen Donovan
Elliot Goodman
Joseph Keefe
Gerald Mazor
Sally McCoubrey

by
Linda B. Stetson
Library Director

Bacon Free Library

The Bacon Free Library's mission is to provide popular materials and learning resources for the enjoyment and use of all Natick area residents, with a special emphasis on supporting the educational needs of the community's children. In accordance with the wishes of the library's benefactor, Oliver Bacon, materials are selected to provide the broadest range of interest and topics.

Here's a brief look at what we've accomplished recently and our hopes as we look forward.

In FY13 Bacon Free Library gave more service to Natick residents by replacing BFL's "hopscotch hours" with solid business hours during which the community could have access to its library. BFL began opening all day long Tuesday through Friday, retaining our half-days of service on Saturdays and Mondays plus Tuesday evenings. Those are still BFL's hours.

We also achieved the goal of "safe staffing": having two people on duty at BFL at all times. It's important to recall that the Town took this major step forward during a very tough economic time.

In FY14 we achieved the goal of giving greater service to Natick residents by having \$3,000 restored to our Books and Periodicals line. That line was halved from \$12,000 to \$6,000 during the worst of the recession. It stayed halved too across FY11, 12 and 13 until this partial restoration to the \$9,000 level. We also bolstered BFL's administration, giving the director almost four more hours per week (making work week 36 hours) to do more planning, collection building, professional networking and fund-raising, therefore drawing greater benefits for all Natick area residents. Results there included receipt of a Mutual One Bank Foundation grant which will benefit Natick pre-schoolers and their families in terms of "Every Child Ready to Read" workshops for parent and grandparent reading partners, also "Every Child Ready to Read" materials for the youngsters which will help ensure their readiness to read in kindergarten. "Every Child ready to Read" is an American Library Association initiative.

Our hopes for FY15 is to take the final step out of the recession by getting the final \$3,000 restored to our Books and Periodicals line so we can "provide popular materials and learning resources (to) all Natick area residents and, per benefactor Oliver Bacon, to select from "the broadest range of interest and topics." Our hope is also to bolster the staff who serve children and families.

A year ago BFL had two school classes that visited fairly regularly. Because of some great outreach efforts by the two librarians on staff, there are now NINE lively class groups coming in every week and it's likely to grow. We look forward to having sufficient part time staff hours to accommodate this increased volume of business; also sufficient part time staff to cover sick, vacation and training time when they occur.

Most larger libraries in the greater metro area and beyond are seeing alarming decreases in circulation over the last few years due to market pressures – the increasing popularity of ebooks, Kindles, Netflix hand held internet, online and chain bookstores and more. That's a formidable challenge. But small, one room, two-staff person Bacon Free Library has not seen those decreases. BFL's annual circulation grew 13,326 to 29,641 from FY05 to FY10. It more than doubled! Since then it's held even at 28 – 29,000 and is currently on course to break 30,000 by fiscal year end. Why the unrelenting progress? Being Natick's cozy architectural gem by the waterfall is a factor. So is the close knit network of young families who depend on BFL. So is the great teamwork among the four staff members and among our other supportive teams, The Friends and Trustees.

Our strong partnership with area schools, scouts, the Natick Community Organic Farm and Natick Historical Society is a huge factor. But at the top of the list ---especially as we've been chugging along with half a book budget for a couple of years—is superior book selection and its marketing via a perpetual calendar of dynamic children's programs. Credit goes to our Assistant Director / Children's Librarian on both ends of that formula. She's sharp and she never stops.

The year's children's programs have included renowned storyteller Diane Edgecomb and puppeteer Nicola McEldowny; noted Celtic singer Aoife Clancy who hosted St Patrick's Day story hours; Mazie, the hard-working bloodhound from the Wellesley Police Department.

In terms of adult programs BFL has had a fine monthly author series, hosted by the Friends of Bacon Free Library. Natick residents have been introduced to world famous novelist Alice Hoffman; Boston's favorite pastry chef JoAnne Chang and marketing whiz turned yoga teacher, Sara DiVello; sixty-five year old first time and now acclaimed novelist James Whitfield Thomson who lives right here in South Natick.

Bacon Free Library and the Natick Historical Society presented Brenda Sullivan whose Historic Cemetery Walkabout on November 2 took the library and museum outdoors on a perfect fall day to celebrate Natick's long history.

BFL Trustees and staff thank Town leadership for the purchase and installation of our gas heat furnace in January and February of 2013. We thank the Town for helping us bear difficulties during what turned out to be a painfully long installation process. It works fine now and we're achieving some good efficiencies.

We roll along toward the goal of "Fifty in Ten", developing our Endowment funds so that it can fund 50% of Bacon's non salary lines within ten years. We're five years into the ten now.

John A. Brisbin
Bacon Free Library Director

Public Safety

Fire Department

I am pleased to report the developments of the Natick Fire Department for the year 2013.

This year began with an incredible loss to the department with the death of Firefighter Joseph Slattery. Joe was a dedicated Firefighter for 15 years and a Natick Fire Department Dispatch Operator for the prior 11 years. He was passionate about his profession and committed to fire training and education, always ready to share his skills and knowledge with his fellow firefighters. It is fitting that the Training Room at Fire Headquarters was named in his honor, the "Joseph T. Slattery Classroom". Joe is survived by his wife, Maureen and his three young children, Liam, Caitlin and Brendan. He is missed every day by those of us who served with him.

Two senior lieutenants retired this year Lt. James Fahey and Lt. Kenneth Custodio; with more than 64 years of combined service and experience, they will truly be missed.

This year we welcomed Firefighter/Paramedic Patrick Warren, Firefighter/Paramedic Alan Gentile, Firefighter/Paramedic Ken Dodge, Firefighter/Paramedic Ashley Corbett and Firefighter/Paramedic Randy Reasonover to the Ranks of the NFD. A new introductory training program was developed this year by Acting Captain Ron Downing of the Training Division. He should be recognized for providing each of these new Firefighters with this program, helping them get ready for the Mass. State Fire Academy.

Ms. Pam Condlin has also joined the NFD Team as the Administrative Assistant to the Fire Chief. Ms. Dianne Arsenault has been promoted to Executive Assistant to the Fire Chief. Dianne and Pam together will be assisting the Chief in leading the NFD into the future. I would like to take this opportunity to thank Ms. Donna Arena-Myers for over 29 years of dedicated service to the NFD and the Town of Natick. I wish her a happy, healthy retirement.

For the second year the Natick Fire Department received a grant from the Metro West Health Care Foundation to support having the NFD CPR/AED Training Team teach Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. By February 2014 we'll have 98% of all high school students and some faculty members CPR certified. Lieutenant Ron Downing and his team FF Brogan, Lt. Forance, FF Spencer, Lt. Norris, FF Quilty, FF Herring, FF Hartwell, FF Collins, FF Farquharson, FF Sansossio and Capt. Rothman deserve special thanks for facilitating this program. This ranks as one of the proudest accomplishments of the NFD. This team will be branching out to offer CPR training to the citizens of Natick. I would like to thank the Town Administrator and the Board of Selectmen for the support and funding to expand this program.

As I write this report it is the first anniversary of Firefighter Joe Slattery's passing and, as always, our thoughts go out to his family. We will endeavor to honor his memory by our continued efforts to provide the best, safest, and most professional fire protection, disaster response, and medical care to the residents and visitors of the Town of Natick.

Fire Prevention

Captain Rocco Franciose

The Fire Prevention Bureau continues to monitor all new construction and renovation projects. Many major building projects were completed this year, including Avalon Apartments, South Natick Hills, Fedex and Natick Audi. The Mathworks Project continues and the residential project at the Natick Paperboard site will start construction this year.

Quarterly inspections are performed as required by Mass General Laws. Fire Safety talks were held at the Senior Center, Cedar Gardens and schools. The Fire Department hosted many field trips at headquarters and another successful Fire Prevention Fair was held during Natick Days.

Fire Inspector Tanya Quigley-Boylan currently runs a Smoke and Carbon Monoxide Detector installation program for seniors through a grant and has completed 50 houses to date. She, on behalf of the Department, applied for and received a Student Awareness and Fire Safety Education (S.A.F.E) grant. Again, this grant will be used to plan and conduct community fire and life safety programs.

Again, we have to thank our Fire Protection Engineer and Consultant Maurice Pilette P.E. for all his help and guidance.

Permits Issued

Open Burning	284
UST Removal	8
Sprinkler Installation	77
Flammable Storage	19
Fire Alarm Installation	57
Tank Truck	6
Fixed Fire Suppression	6
Propane Storage	36
Black Powder	0
Cutting & Welding	8
Blasting	5
Oil Burner	76
Certificate of Occupancy	454
Smoke Detectors Cert.	530
Total	1566

Training Division

Captain Eugene Rothman, BS, NREMT-P

The department saw many changes this year: we brought 21st Century technology in by installing *Smartphones* into all of our apparatus as a secondary means of communication, as well as enhanced navigation and information management. We upgraded our EMS system with the purchase of new Zoll ECG monitor/defibrillators and now have the ability to wirelessly transmit electrocardiogram data to the Cardiac Cath Lab at MetroWest Framingham and patient care data directly into the electronic patient care reporting (ePCR) system. We added resuscitation equipment designed for dogs and cats to our arsenal along with new techniques and protocols that will afford all of our patients more advanced and efficient care.

Communications Division

Gordon VanTassel

This past year four new master fire alarm boxes were installed at the new Avalon Apartment complex. The master box fire alarm system generates over \$60,000 to the Town of Natick through connection fees. Normal maintenance and testing was performed on all of the fire alarm circuits. Maintenance on the twenty intersections with traffic lights and twelve crosswalk signals has increased significantly during the past year due to road construction and the age of some of the intersections.

Work has started in the reconstruction of the Rte 9 and Oak Street intersection. This involves rerouting all of the town's communication cables in that area. This project will be ongoing throughout next year.

The fire department changed over to a new UHF radio channel during the past year. This will allow us to have interoperability with other fire and police departments in the surrounding towns and emergency networks. We also added two new receiver sites to our network and we're also looking to add additional sites to improve the area coverage. As in the past Dom Mallozzi has provided us and the rest of the town continued assistance with our radio systems.

Ambulance Fees

January	118,669.24	July	144,168.13
February	109,033.07	August	118,200.85
March	126,722.11	September	81,686.14
April	130,033.85	October	159,255.95
May	156,497.11	November	165,825.04
June	121,170.07	December	106,813.39

3 Year Total

<u>2011</u>	<u>2012</u>	<u>2013</u>
1,421,225.19	1,453,895.75	1,538,074.95

Service Fees

January	3,905.00	July	4,615.00
February	0.00	August	7,610.00
March	8,960.00	September	2,605.00
April	4,955.00	October	3,305.00
May	4,810.00	November	47,453.36
June	8,685.00	December	18,615.00

3 Year Total

<u>2011</u>	<u>2012</u>	<u>2013</u>
124,350.00	114,179.98	115,518.36

Record of Fire Calls

<u>Incident Type Category</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Fire/Explosion	96	94	109
Overpressure Rupture	7	3	3
Rescue Call	2810	2819	2860
Hazardous Condition	565	336	311
Service Call	484	412	438
Good intent Call	235	243	250
False Call	659	662	732
Severe Weather/ Natural Disaster	28	34	10
Special Type/Complaint	29	11	13
<u>Undetermined</u>	<u>10</u>	<u>0</u>	<u>0</u>
Total	4923	4614	4726

Mutual Aid Rendered (Fire-Amb.)	121	111	133
Mutual Aid Received (Fire-Amb.)	93	51	54

Respectfully submitted,

Richard A. White
Acting Chief of Department

Police Department

During the calendar year 2013 the Natick Police Department made a decision to dedicate its efforts of evaluating the present needs of the organization and plan for the needs of the future. It is for these reasons that the organization embarked in developing a long term Natick Police Department Strategic Plan. This was the first time that the organization has taken on such a complicated process but the organization came to realize that with all the varied needs and requirements of both the community and the organization a strategic plan is the most efficient and comprehensive means to develop the priorities and the objectives. Although this process is not complete for this annual report the goal is to have much to report on the plan in 2014.



As the Natick Police Department develops its strategic plan there are a few goals that will guide our efforts in 2014. They are:

- Develop a comprehensive Strategic Plan for the organization.
- Continue the process of updating policies and procedures while working to attain Massachusetts Police Accreditation.
- Improve the department’s response to difficult issues such as high risk domestic violence, mental illness and drug abuse/use.

Personnel Updates

After more than 28 years of service with the Natick Police Department, Officer Robert White retired in March 2013.

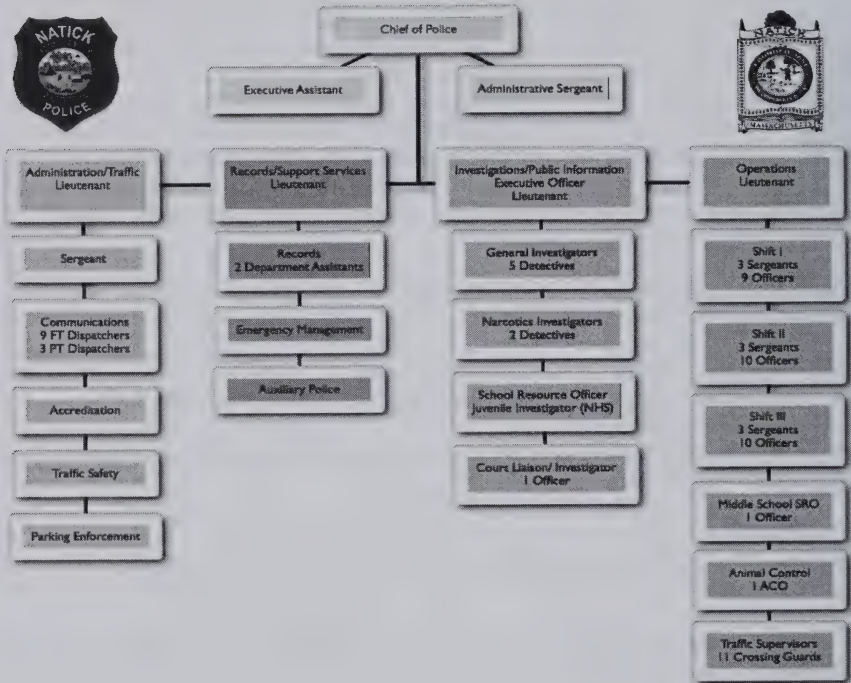
Shannon Burns, Records Department Assistant, left the organization in October 2013 to join the Framingham Police Department.

Internal Affair Complaints:

Types: Abusive Language –	1
Conduct Unbecoming -	3
Excessive Force -	2
Violation Policy -	7
Violation Rules -	4
Disposition: Unfounded -	6
Sustained -	2
Other -	1
Not Sustained -	5
Incomplete -	3

Department Organization

The chart below depicts the organizational structure of the Natick Police Department as of January 1 2014.



Emergency Preparedness

We continue to see incidents that challenge our preparedness for emergencies within the town. Natural weather events seem to stretch our resources more than in the past mainly due to the severity of the event. The Local Emergency Planning Committee continues to plan and train for these events and respond when they do.

Court Activity

During 2013, 1,149 complaints were forwarded to the Natick District Court for prosecution. In addition the Records Room staff processed 1,546 offense reports, 904 motor vehicle crash reports, and 2,808 citations.

The following illustrates traffic enforcement and crash data for 2013 as compared to 2011 and 2012 data:

Violation Breakdown	2011	2012	2013
Civil Motor Vehicle Infractions	1,001	1,260	813
Written Warnings	1,357	1,189	1,389
Arrests	154	197	162
Criminal Complaints	373	420	390
OUI	67	71	54

Crash Particulars			
Total Crashes	876	823	890
Fatal Injury	0	2	0
Non-Fatal Injury (incapacitating)	15	18	25
Non-Fatal Injury (non-incapacitating)	49	56	72
Possible Injury	74	83	78

Officer of the Year

For his consistent excellence in police duty throughout the year, Detective Chad M. Howard was named Officer of the Year for 2013.

Detective Howard is a thorough and proactive investigator who employs methods and techniques available in ways not previously considered. His spirit of commitment to and involvement with the department and the Town of Natick are reflected in a myriad of ways. These include his development and implementation of the department’s bicycle registration program, installation of child safety seats, his omnipresence at events requiring the Natick Police Honor Guard and coordination of the Natick Police Chase Team activities.

While Detective Howard’s professional skills are laudable, it is his personal qualities that set him apart. Everything Detective Howard does is an effort towards improvement; for himself, other department members, victims and the community.

His strong support and multiple nominations from all divisions of the department remind us what the Natick Police Department Officer of the Year should represent someone who demonstrates both the quality of work and work qualities to which we should all aspire.

Animal Control

Animal Control enforces state regulations and town bylaws as it relates to domestic animals and wildlife. The animal control officer also administers to sick and injured animals as well as deceased animals on the roadways within the town borders. The following is a list of Animal Control activity during 2013:

Domestic		Wildlife	
Unrestrained Dog Complaints	71	Sick /Injured Raccoons	29
Barking Dog Complaints	94	Sick/Injured Skunks	20
Dogs Struck By Motor Vehicles	9	Sick/Injured Possums	4
Stray Dogs Reported	15	Sick/Injured Woodchucks	11
Dog Bites Reported	23	Sick/Injured Squirrels	0
Lost Dogs Reported	87	Coyote/Fox Sightings	33
Lost Cats Reported	72	Sick/Injured Fox	18
Stray Cats Reported	39	Sick/Injured Birds Of Prey &	16
Cats Struck By Motor Vehicles	25	Sick/Injured Rabbits	9
Cat Bites Reported	0	Sick/Injured Bats	31
Lost Exotic Birds	7	Deer Struck By Motor Vehicles	21
Lost Ferrets	0	Deceased Animals (Roadways)	104
Informational Statistics			
Animal Cruelty Cases Investigated	23		
Wild Animals Removed From Dwellings	31		
Citations Issued	28		
Written Warnings Issued	72		
Mutual Aid To Other Communities	7		
Assistance Calls For Service	142		
Informational Calls	128		
Livestock Complaints	2		
Farms/Barns Inspected	27		
	4		
Kennels Inspected	4		

Respectfully submitted,

Chief James G. Hicks

Public Works

MISSION STATEMENT

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, equipment, and recreational facilities of the Town. The Department will be ready and available to provide immediate and professional response to emergency situations.

The Department will provide safe and adequate drinking water and fire protection by maintaining and improving with available resources the water treatment plant, wells and water mains throughout town. The Department will also provide dependable and reliable trash collection and recycling services to the residents of the Town.

The Department will assist, support and cooperate with other Town departments, boards and commissions as well as other municipalities, State and Federal agencies in all relevant activities that promote and benefit the Town and the quality of life for the citizens of the Town.

The following is a summary of the activities of the various divisions of the Department of Public Works during 2013:

Engineering Division

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, utility as-built plans and other various record plans. Updating of these plans as well as other maps such as the Assessor's maps, various zoning maps and street maps is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sewer system, storm drainage systems and individual utility service information for all buildings.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation to assure compliance with all Town standards and requirements. After a plan is approved, the Engineering Division is responsible for calculating and maintaining various construction performance bonds, and is responsible for all related site utility and roadway construction inspection.

In addition to the above, the Engineering Division completed the following during 2013:

- Issued 252 Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 37 Occupancy Certificates.
- Issued 84 water connection permits and provided the necessary inspections.
- Issued 87 sewer connection permits and provided the necessary inspections.
- Issued 87 Trench Permits
- Provided 267 field utility mark-outs for ongoing Town wide construction activity.

- Reviewed 206 Applications as part of Building Permit Application process.
- Provided Town Project Coordination for the MassDOT Marion Street Bridge replacement contract.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Presented Main Street and Summer Street for acceptance by Town Meeting. Recorded the Street Acceptance Plans and Documents at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Completed Permit Year goals, and filed yearly EPA status report. Continue with the design and implementation planning for the new 5 year permit to be administered by the EPA (beginning in 2014 – tentative).
- Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction project, Route 9/27 & Route 9/Oak Street Intersection Improvements, and for the FedEx and MathWorks Access Permits.
- Provided Project coordination for the Town wide sidewalk condition survey.
- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract.
- Completed all unfinished work on two approved subdivisions. The Planning Board performance bond was pulled by the Town due to the developer's inability to complete the required work.
- Began design and permitting for Roadway and Drainage Improvements for Kansas Street, Cottage Street and Pine Street.
- Began design and permitting to address drainage problems in the Willow Street area.
- Began design and permitting for the Pond Street retaining wall replacement project.
- Presented a new 5 Year Paving plan to the Board of Selectmen.
- Re-rated all the road conditions in the Pavement Management plan.

Equipment Maintenance Division

The Equipment Maintenance Division is responsible for the purchase and the maintenance of all the town vehicles and equipment. This includes police units, administrative cars, fire apparatus, lawn and field equipment, dump trucks, sanders, plows, pumps, rubbish packers, recycling packers, school units, facilities management equipment, emergency generators, farm vehicle, recreation units, and the town's fuel depot.

This past year we ordered and replaced many vehicles. For the police department, we put into service the last of our stockpiled Ford Crown Victorias. After further review, we have ordered new police interceptor utility vehicles. Over the past year we have replaced the following units: one Facilities van, one Facilities Ford Escape, three Public Works one-ton dump trucks with plows, one snow melter, as well as lawn and field equipment.

We purchased three new recycling sidearm loading packers, one new 16-yard stainless steel sander, and one new mobile snow melter. We are in the final stages of specifying and bidding on a new fire pumper truck and finalizing specifications for the town's fuel management system.

We shall continue using an internet auction for disposing of the town's used and surplus equipment as it has resulted in a significantly higher return of funds for the town.

This division continues to carry out all required preventative maintenance of all town equipment, performing both in house as well as responding to road calls for off-site emergency repairs.

Water Division

The Water Division pumped and distributed 1,155 million gallons of potable water during 2013. The Water Division changed 122 water services, repaired 17 water service leaks, and 9 water main leaks. The Division also replaced or repaired 15 fire hydrants. Water Division personnel maintains 13,227 radio water meters and replaced 714 old water meter radio transmitters with new replacements. The division completed 2,124 tests of backflow devices.

Also during 2013, The Water Division completed the Springvale Well #1 rehabilitation and H&T Filter modifications capital improvements at the Springvale Water Treatment Facility. Capital improvements currently under construction are Energy and Efficiency upgrades, Elm Bank VFD install, and Town Forest roof repair.

Sewer Division

The Sewer Division pumped an average of 2.95 million gallons of sewerage per day in CY2010-2012 into the M.W.R.A. sewer collection system. The Division maintains and inspects daily 34 sewer pump stations throughout Town. As ongoing routine maintenance the Department cleans gravity sewer mains in different sections of the collection system throughout the year weather permitting.

The Sewer Division will continue the sewer main relining program to improve old and decaying sewer main infrastructure. The Division is contracting to TV, clean and line sewer mains in various parts of Town. The TV inspection work will provide a list of sewer segments that require lining or repairs or more frequent cleaning to maintain adequate flow velocities.

In 2013, The Water/Sewer Division crew installed 900 ft of 4" sewer force main on Chrysler Road to replace an aging and failing force main. For the coming year the department is planning to repair the Prime Park Sewer Pump Station as a capital improvement.

Land Facilities and Natural Resources Division

During this calendar year the division of Land Facilities and Natural Resources performed the traditional department activities, completed many projects, and filled staff vacancies. With a staff of six full-time and two part-time led by one supervisor, the division of Land Facilities and Natural Resources is responsible for the maintenance of many open spaces throughout town, including athletic fields, the town common, facility landscapes, and park areas such as Dam Park, The Grove, and the two town cemeteries Boden Lane and South Natick. The division is also responsible for Public Shade Tree plant health care and tree care for other trees on town owned land.

In response to the departure of Skilled Laborer Chris Hendrix, the department hired an in house candidate, Rodney Spinazola, from the Building Maintenance Department. Rodney, a resident of Natick, has been successful in his new position within the Department of Public Works and continues to learn new tasks and refine his skills for the Department. In addition to skills developed while working in Natick, Rodney, along with others, has attended a sports field maintenance workshop and has networked with other industry individuals.

The division also serves as the liaison and manages the labor provided by the South Middlesex Correction Facility. This relationship has proven to be very valuable to the town of Natick and the extra hands have been utilized by multiple divisions within the Public Works department. The correctional labor has completed many beautification projects throughout town including painting the lacrosse and soccer goals, painting the concession stand and storage buildings at Memorial

Stadium, and assisting with the new recycle program by helping to stuff informational packets and clean bins.

For Public Shade Tree management the division in combination with a contractor removed fifty-four hazardous trees, and the division continues to develop a comprehensive plan to re-plant trees throughout the town. For this calendar year the division planted two White Oaks, one Japanese Snowbell, two Red Maples, one Black Tupelo, and two Dawn Redwoods. The division continues to identify and catalogue re-plant sites and hopes to continue re-planting in the spring of 2014.

For the 2013 calendar the Department assumed the responsibility of care for the new softball field at the high school. Although this transition did have some complications, a collaborative effort between the Department, Town Administration and School Administration ensured that the students and Natick residents were receiving the best value from the construction project. The Department this year also worked on process improvement for daily tasks, as well as improving communication between High School Athletics, Recreation, and user groups. Through a collaborative effort, communication and information sharing has greatly improved allowing for more efficient maintenance, project completion, and better user experiences. Other smaller projects included core aeration and over-seeding of multiple sites, new player bench installation at Murphy South, and site improvements throughout town including adding wood chips to the Grove to improve accessibility and removing overgrown brush at multiple sites. The division also continued with the carbon based fertility program which uses organic fertilizer as a backbone of the program.

This fall the Department also served as Captain for the Marathon Daffodil Planting Project. The Planting Project was an effort spearheaded by the Massachusetts Horticultural Society to plant daffodils along the entire Boston Marathon Route in honor of the Marathon Bombing victims of 2013. The town helped distribute and plant 10,000 bulbs working in conjunction with the Girl Scouts, Natick Garden Club, and many other residents and volunteers. Planting sites included Public areas such as the Town Common, as well as commercial properties such as the FCC Church, Santandar Bank, and Hogan Tire.

For technology the division continues to use and make improvements to the web-based asset management system. This customizable system has enabled the department to create a digital history of tree inventories, tree hazard mitigation, tree replant sites, preventative maintenance for fields and park areas, and the opportunity to log corrective actions throughout town. This information is available real time in the field for the Supervisor and staff, increasing efficiency and creating a detailed paperless record.

Highway/Sanitation/Recycling Division

In 2013 the Highway/Sanitation/Recycling Division performed all regularly scheduled assignments for the year as well as other duties. The division repaired approximately 2800 feet of asphalt curbing this year. The repairs were made as a result of the past winter where we experienced a large amount of damage. This work was performed on streets throughout the town and these areas were repaired, loamed, and seeded. In 2013 the following streets were rehabilitated under chapter 90 state funding; MacArthur Road, Eisenhower Ave, Marshall Road, Nimitz Circle, Patton Road, Halsey way, Dwight Ave, Farrant Road, Gordon Road, East Evergreen Road(Route 27 to Farrant Road), Leighton Street, Sheffield Road, Spring valley Road, Terrane Ave, Waring Road, Wethersfield Road, West Street (Windsor to Oakland) Campus Drive, and Oakland Street Ext. These streets received a leveling course of asphalt, replacement of drain and sewer castings, repaving

of sidewalks and all affected areas were loamed and seeded. These streets will receive the final top coat of chip seal in the spring of 2014. The division contracted with Seal Coating inc. to perform crack sealing on the following streets. Speen Street, Pond Street, Union Street, Mill Street, South Main Street, and the west side of Commonwealth Road. In 2013 we performed all street sweeping operations consisting of all main roads, main road sidewalks, all neighborhood streets as well as all schools, Municipal buildings and all town parking areas. The sweeping was finished by the end of June and approximately 2,000 tons of debris were collected. This material is then tested by a laboratory and disposed of. In 2013 all 280 crosswalks were repainted as well as all stop bars and stop stencils in addition to 232,644 lf of white edge line and 117,920 lf of double yellow center line. The division repaired approximately 245 street signs and made 90 new signs as well as all graphics for new vehicles. In the winter of 2012-2013 we had 76.25 feet of snow. We had 20 snow events which entailed 6 plowable storms, sand & salt operations for all 20 events and we removed snow in the downtown area once. We used approximately 5,000 tons of road salt and 4,200 of sand. The town plows all streets, schools, municipal buildings and town parking areas. The division plows 41 miles of main road sidewalks and around the schools. Plowing operations are performed by the Highway Division with the support of the other divisions of the Department Of Public Works and 26 hired contractors. The division also places 25 sand barrels throughout the town in designated areas where needed. In 2013 we repaired 45 catch basins, 10 manholes and built 5 new structures. The company that is contracted to clean Catch basins on a three year cycle as part of the storm water management program cleaned 1,285 catch basins this material was tested by an independent lab and the hauled to a land fill. The division also assists other departments of the town such as Town Clerk's office with voting issues and signage, the School Dept. with maintenance and snow plowing and Police and Fire for all traffic control during events (Marathon, Parades, Fires and other Emergencies). On the Sanitation/Recycling side of the division the Town took over the curbside pick up of recyclables, purchasing 3 new recycle packers as well as recycle totes for all residences. The division is responsible for the collection of all solid waste and all recycling. This includes all curbside pickup, 30 trash dumpsters located at schools and municipal buildings, 12 cardboard dumpsters, 125 trash and recycling receptacles which are located at all parks, ball fields, and downtown area. The division also manages the Town's recycle Center. In 2013 the Town disposed of approximately 6,000 tons of solid waste and 3,500 tons of recycling at the curb. At the recycle center we recycled the following: Mixed paper(210 tons), Cardboard (158 tons), Plastics(39 tons), Light Metal(174 tons),Electronics(32 Tons), Mixed glass(36 tons), waste Oil (1000 gallons), Styrofoam(5 tons), Rigid Plastics(21.88 tons), Light bulbs 4ft(28,400lf), 2ft(240lf), 8ft(960lf), Compact bulbs (2,600), Incandescent(150)and 228 assorted bulbs. We hauled 141 tons of solid waste from the Housing Authority as well as 78 tons from park and field barrels. Spring yard waste was done during the first two weeks in May on trash day and fall yard waste continues to be the last three Mondays in November and first Monday in December. Christmas trees were picked up first two weeks in January.

Respectfully submitted,

Thomas Collins
Interim Director of Public Works

Boards, Committees & Commissions

Natick Affordable Housing Trust Board

The Natick Affordable Housing Trust (NAHT) was formed in February 2008, after Natick Town Meeting voted in Fall 2007 to accept Massachusetts General Law Chapter 44, Section 55C, and thus authorized the establishment of a municipal affordable housing trust for Natick. The general purpose of such trust, as stated in Massachusetts General Law, is for the creation and preservation of affordable housing for the benefit of low and moderate-income households.

During 2013, the NAHT continued to work with Natick's Housing Planner, Joe Merkel and the Community Development Advisory Committee (CDAC) to advance affordable housing in the Town of Natick. The two committees continue to meet simultaneously and to work collaboratively with regard to discussions and consideration of future projects. Based on the most recent 2010 census, Natick meets the 10% requirement for affordable housing as established by the guidelines of the Commonwealth of Massachusetts; however the need for various types of affordable housing continues unabated.

In 2013, our strengthened relationship with the Natick Housing Authority (NHA) came to initial fruition as two Cedar Garden units were renovated to make them handicapped accessible, using money from WestMetro HOME consortium funding and advocacy by the NAHT. Renovations were completed and the units were first rented to qualified tenants mid-year, and a formal ribbon cutting ceremony was held in December. Other projects on which the NAHT and the NHA could collaborate, such as renovations to a multi-family home on Plain Street and congregate housing next to Coolidge Garden, both of which are owned by the NHA, are now under consideration.

The Down Payment Assistance Program reinstituted in late 2012 has been a success, helping a number of individuals and families to purchase an affordable home here in Natick. At the end of 2013, the NAHT also funded and instituted a pilot Emergency Housing program for homeless in Natick. This collaborative effort involves, among others, the Natick Police Department, the Town of Natick Human Services Department, and non-governmental agencies such as the Natick Service Council. The intent of this pilot program is to provide to a homeless person or family a warm place to sleep for a night or two during the difficult winter months as well as connections with other services available in our town. Several other programs, such as a rental assistance program, are being evaluated but to date have not moved forward.

With regard to availability of funds to support affordable housing programs, the NAHT is considering the sale of one or two buildable lots currently owned by the Trust. Selling the lot(s) and applying the proceeds to various affordable housing programs seems most appropriate to the NAHT at this time.

In 2014, the NAHT will continue to work with the CDAC and Mr. Merkel to explore various affordable housing opportunities in Natick and advise the Board of Selectmen on best use of the funds that the Town receives through the WestMetro Home Consortium.

In 2013 two members of the NAHT, one of whom also served on the CDAC, decided not to seek reappointment when their current term expired. Bruce Weisberg, who had served on both the

NAHT and CDAC as the banking representative since their inception, and who had served as both Chair of the NAHT and Vice-Chair of the CDAC during that time, and Paul McKeon, who had been the NAHT real estate representative from the beginning, both chose to “retire.” In addition, Steve Gartrell moved from Natick and therefore relinquished his at-large seat on the NAHT. We thank all three of these gentlemen for their tireless work on behalf of affordable housing in Natick. Looking to the future we welcome Laura Duncan as the banking representative, Barbara DePasquale as the real estate representative, and Scott Marshall as an at-large member on the NAHT. We currently have an open seat for an at-large member, and we encourage anyone interested in affordable housing to attend one of our meetings to learn more about the work that we do.

Respectfully submitted,

Carol A. Gloff Chairman
Natick Affordable Housing Trust

Members: Carol Gloff representing the Board of Selectmen, Glen Glater representing the Planning Board, Laura Duncan representing the banking industry, Barbara DePasquale representing the real estate industry, Randy Johnson is representing the construction industry, Glenn Kramer as an attorney, and two citizens-at-large, Scott Marshall and Jay Ball.

Bicycle and Pedestrian Advisory Committee (NBPAC)

History and Mission

The NBPAC, consisting of seven members, was founded in 1997, recognized by the Board of Selectmen in 1998, and reconfirmed by the Board of Selectmen in 2001.

The Natick Bicycle and Pedestrian Advisory Committee serves to advise the Town on issues relating to the safe and proper use of roads, sidewalks and trails by and for bicyclists and pedestrians, and to make Natick more bicycle and pedestrian friendly through public education and outreach, and by consultation and coordination with Town departments and boards.

2013 Accomplishments

- Members provided support for the Safe Steps Grant, funded by the Metrowest Community Healthcare Foundation, by participating in a sidewalk audit throughout town to assess pedestrian accommodations for all users. Data collection is complete; data analysis and usage remains an on-going process.
- Partnered with Josh Ostroff to draft a Safe Streets Guidelines document for use by Natick Town departments. This document is currently in draft form and aims to guide town prioritization of initiatives as it pertains to safe streets for biking and pedestrian traffic.
- Two members of NBPAC participated in Natick’s 360 planning meeting, designed to foster proactive planning, cross-committee interactions and help prioritize town initiatives.
- Provided input on Bicycle and Pedestrian issues to the Planning Board in review for permit applications.
- Developed a comprehensive list of priorities for NBPAC - as a means to engage newly appointed members in April 2013. Subteams were assigned based on interest.

- Represented the committee at meetings of the Safety Committee and the Cochituate Rail Trail Committee.
- Attended the Commonwealth's "Moving Together" conference to learn about design practice and organizations engaged in bicycle and pedestrian advocacy.
- Attended Boston Complete Streets workshop.
- Participated in Bay State Bike Week in May. Members handed out safety information and t-shirts.

Conclusion

We thank the many individuals and groups that help our projects for better sidewalks and trails for pedestrians, for better traffic solutions for bicyclists, and more. We invite everyone who wishes to help to join in and to help us in the year to come and volunteer to assist us in supporting the town's development. The Natick Bicycle and Pedestrian Advisory Committee meets monthly on the first Monday of the month (with exceptions for holidays.) Please refer to the town's public calendar for specific meeting times and locations.

Respectfully submitted,

Heather Levinson, Chair
 Ron Decker, Co-Chair
 John Magee
 Chris Thayer
 Deborah Pope-Lance
 Mike Sullivan
 Glynn Hawley
 Meg Kiely

Cable Advisory Board

The Cable Advisory Board's most important function is as a liaison between the Town and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise licenses with whichever cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town.

In 2013 Natick Pegasus equipped and operated a satellite studio in the Natick High School building. This studio in addition to a secondary broadcast location is used in conjunction with the High School's video and broadcast classes.

The Board received comments and complaints from town residents about cable service. These complaints included general concerns about cable providers operating in the town, cable content, and pricing/rate increases. It should also be noted that the Town does not set the rates charged by the cable operators.

The Cable Advisory Board welcomes and listens to comments from the residents and cable

subscribers of Natick. People can contact the Board via e-mail: [cable@natickma.org](mailto: cable@natickma.org). The mailing address is in care of Natick Town Hall, 13 East Central St..

Respectfully submitted,

Hank Szretter, Chair
Martha Jones
Ron Ordway
Arnold Pinsley
Michael Avitzur

Cochituate Rail Trail Advisory Committee

2013 was a productive year for the Cochituate Rail Trail project. The CRT is a proposed multi-use recreational corridor linked Natick Center with Framingham, and connecting the MBTA station, Natick Soldier Systems Center, the Natick Mall, Cochituate State Park, and many businesses and residential neighborhoods.

The 2.5 mile Natick CRT will connect to the Framingham section of the trail, which terminates in Saxonville. The Framingham section is nearing completion and may open in 2014. The Cochituate Rail Trail Advisory Committee is appointed by the Board of Selectmen, and advises the Town on issues related to the proposed trail project.

The Board of Selectmen appointed one new member in 2013, Joel Barrera, and reappointed two members, Peter Henry and William Schoenig:

The committee members at the conclusion of 2013 were:

Member	Affiliation	Term expires
Joshua Ostroff	Board of Selectmen	June 30, 2016
Patrick Reffett	Community Development Director	June 30, 2016
John Griffith	Recreation and Parks Commission	June 30, 2014
John Magee	Bicycle/Pedestrian Advisory Comm	June 30, 2015
Jan Henderson	Member At Large	June 30, 2014
Joel Barrera	Member At Large	June 30, 2016
Peter Henry	Member At Large	June 30, 2016
David Camacho	Member At Large	June 30, 2015
William Schoenig	Member At Large	June 30, 2016

Progress in 2013 included:

- Completion of a topographic survey and wetlands delineation to identify potential areas of concern. While wetlands are alongside the CRT, they do not constitute impediments to designing and constructing a trail.
- Initiation of the 25% design phase of the project, undertaken by BETA Group, the Town's on-call engineering firm. This phase will set out many details of the trail's design, including access, road crossings, width, surface, amenities and much more. This is expected to be com-

plete in mid-2014, and will include a full public hearing.

- Submission of an application for the TIP (Transportation Improvement Program) for the CRT. This will eventually provide state and federal funding for the construction of the trail.
- Continuing negotiations with CSX, the owner of the land that must be purchased for the CRT to be built. A final agreement with CSX may be concluded once the design is at a 75% level.
- Outreach to abutters, including the Department of Conservation and Recreation (DCR), which owns Lake Cochituate State Park, the AMVETS, and Camp Arrowhead. Through discussions with these abutters, BETA and the Town, we have identified various issues of concern that will be addressed in the 25% design.
- Discussions with MassDOT's Highway Division, who are supportive of the project and have provided helpful input. Traffic and safety concerns have led MassDOT to direct the design team to propose a grade-separated crossing (i.e., bridge or tunnel) at route 30 on the Natick-Framingham line.
- Initiation by the town of a Feasibility Study for a new Natick Center MBTA station, which will include provisions for a convenient connection to the future CRT.
- Redesign of the Kansas Street/North Main Street intersection as part of a roadway improvement project primarily funded by a state grant. This project, to be completed in 2014, will anticipate the CRT and provide a safe future crossing for trail users.
- A trail subsurface has been installed at the lower end of the CRT from Mechanic Street south to the MBTA station to provide construction vehicle access during a recent drainage improvement project at the station. This project was paid for with federal and state funds and overseen by MassDOT. While the CSX right of way remains private property, the improvements will provide a head start for construction.

The CRT Committee looks forward to continued progress in 2014.

Respectfully submitted,
Will Schoenig, Chair

Community Development Advisory Committee

The Community Development Advisory Committee (CDAC) is charged with serving as the Town's Fair Housing Committee and acting as an advisory board and resource in carrying out the major goals identified in the Town's Housing Plan and the Consolidated Plan, participating in the development of housing and community programs, and providing input and guidance for any plans under consideration for the future.

As we have done for several years now, the CDAC spent 2013 working with Natick's Housing Planner Joe Merkel and the board of the Natick Affordable Housing Trust (NAHT) to advance affordable housing in our town. The two committees continue to meet simultaneously and to work collaboratively in our discussions and evaluation of future projects. The need for various types of affordable housing continues.

During 2013, no fair housing complaints were brought to the attention of the CDAC. The Fair Housing Plan was updated by a consultant under the direction of Mr. Merkel.

Also during 2013 the CDAC in conjunction with the NAHT continued to focus on strengthening our relationship with the Natick Housing Authority (NHA). As an ex officio member of the CDAC, the Executive Director of the NHA is invited to attend our meetings and participate in all discussions, and Eileen Merritt, Interim Executive Director of the NHA continues to take advantage of those opportunities to update us on progress in that organization. As described in the NAHT annual report, our strengthened relationship with the Natick Housing Authority (NHA) came to initial fruition as two Cedar Garden units were renovated to make them handicapped accessible. CDAC members actively participated in the discussion that led to this accomplishment.

We are sad to report that Bruce Weisberg, who had served on the CDAC as its banking representative and as its Vice-Chair since the committee's inception, chose to "retire" from the committee. We already miss the knowledgeable input from Bruce, but are very pleased that Laura Duncan agreed to fill the banking representative's seat on this committee. The CDAC currently has one open position for an individual who lives in low or moderate income housing. We invite you to attend one of our meetings if you are interested in affordable housing, to find out if you would like to join the CDAC.

In 2014, the CDAC will continue to work with Mr. Merkel to ensure that the Fair Housing requirements are being met in Natick. We will also continue to work with the NAHT to explore various affordable housing opportunities in Natick.

Respectfully submitted,

Carol A. Gloff, Chair
Community Development Advisory Committee

Members: Carol Gloff (Board of Selectmen representative), Glen Glater (Planning Board representative), Marjorie Gove (at-large member), Paul Mulkerron (representing the real estate industry), and Laura Duncan (representing the banking industry)

Members (ex officio): Joseph Merkel (Natick Community Development Department), Eileen Merritt (Interim Executive Director, Natick Housing Authority)

Council on Aging Board

The major responsibilities of the Council on Aging Board are to identify the needs of Natick's older adults, to advocate and to educate on their behalf.

COLLABORATION/COMMUNICATION

Six COA Board members participated in the November 2, Strategic Planning Conference with town boards, committees, commissions, department heads and the town administrator. The keynote speaker and the workshop reports seemed to conclude that the Town of Natick needs to plan for an increasing population of older adults that are living longer. Housing, transportation and services that support an individual's desire to live at home were determined to be major concerns.

The Board continued to support liaison relationships with BayPath Elder Services, Inc., the Community-Senior Center Building Committee, the Friends of Natick's Senior Center, Inc., and the Commission on Disability.

The *Sentinel* is the ten month a year senior bulletin that provides timely information regarding programs, activities and services; serves as a monthly calendar guide; and alerts older adults about health, wellness and financial resources. It is mailed or delivered to households with one or more residents 60 years of age or older. During the year, future funding for ten issues annually became a concern. Considered an important communication for seniors as well as for professional or family caregivers, the Board worked with the director to maintain the ten month publication plan in 2014. The Friends of Natick's Senior Center funds the postage costs, an important contribution to Natick seniors. We thank them for their continued support.

Jemma Lambert, Community Services Director held a joint retreat for COA Board Members and the Friends of Natick's Senior Center Board. It was very well received by both organizations that look forward to increased collaboration with activities and programs.

EDUCATION

The COA Board began the process of educating itself about cultural competency issues. Understanding cultural differences creates an environment for individuals to feel welcome to participate in activities and programs and to ask about and/or seek social service resources. Cultural competency encompasses: Cultural differences, language barriers and equal access issues. In September Lisa Krinsky, LICSW, Director of the LGBT Aging Project made a presentation to the COA Board, including showing the 4 minute film trailer from the movie "Gen Silent." She pointed out that services to all minorities and culturally diverse groups including LGBT and non English first language individuals can have a positive effect at the Community-Senior Center (CSC) if there is an inclusive/welcoming environment. Otherwise, the populations are invisible, isolated and feel vulnerable. The initial step in identifying and bridging the gaps is education and information gathering. The Sub-Committee Chair Don Greenstein and Moira Munns COA Director have been in contact with area COA's and BayPath Elder Services, as well as working to set up an educational training session for staff, COA Board, Natick volunteers, and area agencies. The program may be developed with community partnerships to make it more cost effective.

The COA Board Orientation Committee chaired by Judy Sabol developed a manual for orientation of new members and to serve as a general Board reference resource.

Board members attended Executive Office of Elder Affairs Member trainings.

COA Facebook page became a reality in 2013, supported by the Board with hands on assistance from proponent Jeanne Williamson Ostroff and Dylan Hayre.

ADVOCACY

The Board supported the COA Director's proposal to have a full-time receptionist as part of the front desk staffing at the Community-Senior Center (CSC). It was created with a 25 hour position moving from Recreation and Parks and funding of 16 staff hours added to the Human Services & Council on Aging Department. With the growing number of people utilizing the CSC and increased programming, there was a need for a daily staff person, as well as the volunteers that serve at the front desk. Town Meeting approved.

The Board filed a warrant article for the 2013 Fall Town Meeting to update the Senior Property Tax Work Program, advised by the director of the funding inequities created when the Veterans Property Tax Work Program was established at the Spring Town Meeting. Article 7 adjusted the maximum reduction of the real estate property tax bill to be based on 125 volunteer service hours to the Town in a given tax year, rather than \$1,000 limit. Town Meeting approved.

The Board decided to support a resident complaint and contact the Department of Telecommunications and Cable regarding the loss of telephone service after eight hours of a commercial power outage, eliminating the ability to call for help in an emergency.

ORGANIZATION

Town Counsel John Flynn reviewed the revision of the 1995 COA Board Bylaws. The COA Board accepted the recommended minor changes and approved the new bylaws January 14, 2013, which were approved by the Board of Selectmen February 26, 2013.

OUTREACH

In January, COA Board members and the Natick Rotary delivered Ice Melt and information packets about COA/Community-Senior Center Services to older adults in Natick that weren't able to get out to a store for an ice melting product. Both groups delivered cheery plants to seniors in the summer. The Ice Melt and the plants were donated by Home Depot.

Outreach Committee Chair Sue Watjen, coordinated participation by members to educate and hand out information at community events.

During the year Board members gave presentations, workshops and support groups, as well as served as volunteers at many events offered by the Council on Aging and Community Services.

THANK YOU

The COA Board hosted and the Friends of Natick's Senior Center funded a Staff Thank You Brunch in January to recognize the Community-Senior Center Staff's extraordinary work in moving from 90 Oak St.. and effort to get the new Community-Senior Center up and running by the October 9, 2012 opening date. Now in operation for more than a year, kudos continue to be in order for Moira Munns, Human Services & COA Director and staff of all the agencies housed in the CSC (Community Services, Human Services & Council on Aging, Veterans and staff from Facilities Management), as well as the volunteers. The CSC is a welcoming facility, a place to spend your time.

Marcia Hoyt & Gary Hoyt were chosen 2013 Senior Woman of the Year and Senior Man of the Year.

The Board appreciates Steve Zafron's service as Liaison to BayPath Elder Services, Inc.

We recognize the COA members who retired from the Board: Lori Rosen, Judy Sabol and Jeanne Williamson Ostroff for their active involvement and for their dedication to seniors.

We remember Walter Salvi for his decades of public service. He will be missed.

Respectfully submitted, Susan G. Salamoff, Chair

Walter Salvi, Vice Chair (In Memoriam)	Dylan Hayre	Nancy Mulcahy
Karen Oakley, Secretary	Joan Hill	Sue Watjen
Elaine Boyer (Resigned 11/13)	Ann Lynch	Associate Member(Resigned 11/13)
Don Greenstein	Harriet Merkowitz	Jeanne Williamson Ostroff

Economic Development Committee

The Economic Development Committee (EDC) is an advisory board, created by the Natick Board of Selectmen. The charge of the EDC is to:

1. Attract business development to Natick that will maximize tax revenue and generate employment opportunities;
2. Promote utilization of existing infrastructure and facilities to the fullest extent possible
3. Recognize neighborhood and community issues, concerns, and character
4. Identify and plan for changing trends and opportunities
5. Market Natick for economic development and strategic partnerships.

As an advisory body, the EDC may not supersede or bypass any established authority or public review process. When working on issues pertaining to growth and development in the town, each relevant permitting authority has its established role (e.g., Planning Board, Zoning Board, Board of Selectmen, Conservation Commission, etc) and the EDC may bring forward proposals or recommendations for consideration by these respective boards, including channeling any inquiries and leads to Community Development.

At Spring Annual Town Meeting, Natick elected to fund the position of Economic Development Planner in FY14, and in November, 2013, Michael Gallerani was hired to this position.

Members of the EDC as of the end of 2013 included:

- Rick Jennett, Board of Selectmen rep (from spring to present time)
- Patrick Reffett, Community Development Director*
- Michael Gallerani, Economic Development Planner*

**Note: In December 2013, the Board of Selectmen voted to add the Economic Development Planner to the EDC, thus establishing a shared role that enables either the Community Development Director or ED Planner to participate as a single voting member*

of the EDC.

- At-Large Members:

- o Joe Attia
- o Paul Joseph, Chair (Board of Selectmen rep until April 9th, then at-large)
- o Doug Landry
- o Scott Laughlin, Vice Chair
- o Stacey Roberts
- o David Shamoian
- o Chris Supple

- Associate Member:

- o Martin Alintuck

I would like to acknowledge and thank our former members whose terms ended in 2013 and/or who submitted resignations to the committee due to personal or professional constraints include: Rick Kiernan, Joe Kiggen, Tony Lista, Jaclyn Strominger, and Ted Wynne.

The EDC established a regular, monthly meeting schedule during the third week of each month, alternating between Monday mornings and Tuesday evenings to accommodate the widely varied schedules of its members. Entering 2014, we will re-evaluate the availability of members and adjust the regular meeting schedule as warranted.

2013 Summary: Entering Calendar Year 2013, the EDC priorities included:

1. Following-up on the 2012 Economic Development Assessment Tool research and report by: identifying how to improve access to information about how to do business with/in the town; assessing how to accelerate the permitting process; and supporting commercial property owners with lead generation and promoting Natick as an attractive location for new and growing businesses.
 - o Outcome(s): Community Development department, working with the Town Administrator's office on ED-related priorities identified this as a high priority/focus area for the new ED planner. In addition to the creation of the guide, the department has identified creating a 5-year Economic Development plan as a near-term goal to be undertaken in CY2014.
2. Launching the Natick ED website in the first quarter of the year.
 - o Outcome(s): The EDC, as a volunteer committee, determined that it did not possess the capacity to manage the ongoing maintenance and update needs of the website. In light of the adoption (by Spring Town Meeting) of two new positions focused on ED and website management in the spring of 2013, it was determined that the ED website should be managed by the joint activity of the ED Planner and IT/Web management professionals. Meetings were held in November to introduce new personnel to the ED website and its content management system. In parallel, the Town was migrating its government website to a new platform, and therefore, the launch of the EDC website has been delayed until early 2014 as the IT department, ED Planner, and Deputy Town Administrator determine whether to (a) launch the ED website on its current platform or (b) consolidate the ED website onto the new Town platform.
3. Hosting community forums to define the incentives and identify community concerns about targeting and attracting business development in the Town's two industrial parks, both desig-

nated as Economic Opportunity Areas by 2012 Fall Town Meeting.

- Outcome(s): On Friday, September 27th, Distinctive Hospitality Group (D/B/A Verve-Crowne Plaza), provided the EDC with conference space, including breakfast, to host Natick's EOA forum focusing on the Natick Business Park. Sixteen attendees, included: elected officials, Community Development, and two EDC members who hosted local employers, landlords and commercial realtors to discuss ideas and potential incentives required by the commercial tenants (current and future) of Natick's recently designated EOAs. Follow-up action included subsequent meetings with individual attendees by the Community Development Director and EDC chair. Natick is proud of the recent IPO of Karyopharm Therapeutics, a life sciences company located in the Natick Business Park, and values the input of other life sciences business professionals for highlighting why Natick has great potential as a location for early stage ventures and contract R&D and/or manufacturing businesses in this sector. The EDC will incorporate this feedback into its 2014 planning and programs and in its cooperation with the ED Planner.

4. Supporting the Town Administration's request of Spring Town Meeting to fund a full time position of Economic Development Planner.

- Outcome(s): Successfully endorsed the creation and funding of this position.

5. Establishing growth goals for the organization.

- Outcome(s): 2013 was a challenging year for the EDC as its historical conversations about spinning out into a private or public-private organization were delayed in order to focus on the impact of the Town establishing a full-time economic development professional position. Entering CY2014, the EDC and the ED planner plan to jointly reassess the charge of the EDC, in light of the ED Planner's job description and work priorities to ensure that the volunteer committee functions in a complementary capacity, while retaining its role as a community forum to discuss and explore commercial growth opportunities and to inform and advise the Board of Selectmen on related matters.

Additional Significant economic development activities and accomplishments in 2013 included:

- EDC unanimously endorsed the Food Truck Festival hosted in Natick Center on Sunday, September 8th. More than 6,000 visitors came via mass transit, auto, cycle and foot to a successful event that marketed the downtown event from Boston to Worcester.
- EDC chair and ED Planner appointed to the Natick Center Cultural District Committee Advisory Board to ensure alignment of NCCD planning with town-wide ED activities.
- Chair and Director of Community Development Director continued to meet with current and prospective tenants and landlords to discuss options and opportunities for location expansion and/or relocation within the town of Natick.
- Worked collaboratively with leadership from Metrowest Chamber of Commerce and regional office of Massachusetts Office of Business Development (MOBD) to explore local- and state-level options for business incentives and tax credit programs, including both the industrial park locations and Natick Center.

As always, the Economic Development Committee encourages business owners, entrepreneurs, local employees and citizens to engage in the discussion about how best to develop and grow the commercial base in Natick and to improve our quality of life. We welcome feedback and citizen

engagement at our monthly meetings and we look forward to working with Mr. Gallerani as he forges ahead with a full-time focus on the successful marketing and growth of our town.

Respectfully Submitted,

Paul Joseph, Chair

Elderly and Disabled Taxation Committee (NEDTC)

Sheila Adams, Secretary
Jan Dangelo, Natick Director of Assessing
Ted Jankowski, Natick Treasurer/Collector
Ralph Letner
Stephen Roche, Chair

Ted Jankowski reported that the Fund’s savings account showed \$10,023.00. This compares to \$9921.08 in February 2012.

The Committee received twelve applications for the 2013 tax year. One applicant withdrew their application prior to the meeting. The Committee made a motion to accept the withdrawal. One application was denied, because it was 2 weeks past the deadline posted on the application. The Committee motioned and approved the denial.

The Committee reviewed the criteria for eligibility which is based on age and disability status. One applicant withdrew, one applicant was late, and the remaining ten applicants qualified either by Age, Disability or both.

The committee reviewed the spreadsheet and discussed who among the applicants received other means of State/Federal support (41C or 17D) monies. The Committee determined the amount of monies granted to the ten applicants. Motioned and approved by all Committee members. The applicants were placed into four categories for award consideration, based on income, assets and other criteria (such as tax deferment status or availability of other assistance).

Following discussion, the committee motioned, seconded, and voted unanimously to award \$3,000 to Category 1 applicants, \$1,000 to Category 2 applicants, and \$750 to Category 3 applicants, \$500 to Category 4 applicants, and Zero to Category 5 applicants. This award disbursement results in a total of \$9,500.00.

The Assessor’s office sent notice of withdrawal and denial to the appropriate applicants.

Finance Committee

The Natick Finance Committee is a fifteen-member all-volunteer committee appointed by the Town Moderator for three-year terms. The Committee acts as an advisory committee to Town Meeting, and is charged by the Town's Charter and By-Laws to consider, in open session, proposed town budgets, capital expenditures, and all Town Meeting warrant articles, and to provide a written report to Town Meeting members containing recommendations on each item of business.

Committee Updates

In March 2013, Ed Shooshanian was appointed to fill the remainder of Bruce Gorton's term, who stepped down due to professional time constraints. Karen Adelman Foster, Cathleen Collins, and Michael Ferrari were appointed to the Committee for three-year terms beginning July 1, 2013, replacing John Horrigan, Tony Lista, and Richard Sidney, whose terms had expired. John Ciccariello and Jonathan Freedman were reappointed to new three-year terms beginning July 1, 2013.

At its reorganization meeting on July 18, 2013, the Committee voted the following officers for FY 2014: Jonathan Freedman (Chair), Bruce Evans (Vice Chair), and Jim Everett (Secretary).

2013 Spring Annual Town Meeting

The Warrant for the 2013 Spring Annual Town Meeting proved to be larger than the previous several Warrants and was significantly complex. In addition to containing the Fiscal Year 2014 operating budgets for over forty Town departments, committees, and commissions, the Warrant contained an additional forty articles spanning a very diverse and challenging spectrum of topics.

On the financial side, there were a number of recurring matters in addition to the proposed FY 2014 operating budgets. These included adjustments to the Fiscal Year 2013 operating budget, appropriation to the Town's stabilization funds and Other Post-Employment Benefits Fund, funding for a collective bargaining agreement, forty-one capital equipment and improvements, an annual request for a school transportation subsidy, the rescission of authorized but unissued debt, and requests to appropriate mitigation funds. New items included a request for funding in support of the Natick Center Cultural District and the rescission of authorized Water and Sewer Enterprise capital projects.

Non-financial articles on the Warrant were equally, if not more, diverse. They included recurring matters such as the Personnel Board Pay Plan, setting the annual salary for the Town Clerk, personal property exemptions, reauthorizing revolving funds, easements, and the acceptance (again) of Main Street. New matters to consider included home rule petitions regarding a new Deputy Police Chief position, an alcohol license for the Center for Arts in Natick, a feasibility study for the Kennedy Middle School, a fee for food trucks, a tax work-off program for veterans, statutes regarding the position of Fire Chief, a long-term lease for the Natick Community Organic Farm, important codification and organizational changes to the Town Charter and By-Laws, a proposal for civil fingerprinting, a proposal regarding fees for the Fitness Room at the Community-Senior Center, and a medical marijuana moratorium.

As in previous years, extensive and occasionally spirited discussions were held on a number of matters ranging from Free Cash utilization, local receipts and other revenue estimates, indirect cost allocations, taxpayer debt levels, the use of reserves, and, of course, the operating budget and articles on the warrant. These discussions were invaluable and reflective of the Town and School

Administrations’ willingness to engage in a process of collaborative dialogue that has served the Town well.

2013 Fall Annual Town Meeting

Although smaller than the warrants in recent history, the 2013 Fall Annual Town Meeting Warrant contained a variety of important financial and non-financial articles for consideration.

On the financial side, there were a number of recurring matters, including adjustments to the Fiscal Year 2014 operating budget, appropriation to the Town’s stabilization funds, twenty-eight capital equipment and improvements, a request for funding for a feasibility study of the Kennedy Middle School, and requests to appropriate mitigation funds.

Non-financial articles included recurring matters such as the Personnel Board Pay Plan, a street acceptance, and committee reports. New matters to consider included a report from the Superintendent of the South Middlesex Regional Vocational Technical School District (Keefe Tech) regarding a roof repair project, proposed amendments to the Charter, By-Laws (including Zoning By-Laws), and proposals from the Natick Retirement Board.

As always, the Finance Committee will continue to strive to facilitate open dialogue and transparency with all Town departments, committees and commissions, and we appreciate the support and cooperation of the Town’s residents and employees.

Information relating to the Finance Committee may be found on the Town’s public website, at <http://www.natickma.gov/finance-committee>. Any questions or comments about the Finance Committee may also be submitted to us via a link on that web page.

Respectfully submitted,

Jonathan H. Freedman
Chairman

Karen Adelman Foster	Catherine Coughlin	Mark Kelleher
Mari Barrera	Bruce Evans, Vice Chair	Jerry Pierce
James Brown	Jim Everett, Secretary	Chris Resmini
John Ciccariello	Michael Ferrari	Ed Shooshanian
Cathleen Collins	Patrick Hayes	

Historical Commission

The Natick Historical Commission (NHC) had a very focused year in dealing with two substantial historic properties that are threatened to be demolished: The Sawin Homestead and Captain William Farris House. Their loss will be significant to our local and national heritage.

The Sawin Homestead, in serious disrepair in its existing and historic location on South Street, has been proposed to be moved to Shaw Park in South Natick square as a last ditch effort to save it from demolition. The move requires a complex series of approvals, from Historic District Commission to Zoning to Town Meeting to State Legislation (long term lease and open space impact). The Historical Society, as sponsors and proposed owners of the relocated structure plans to open the house as a Museum and Research Center for its vast archival collections. They must raise \$750,000 to relocate, reconstruct and maintain the structure, which will be represented in its former one-storey saltbox form of the early 1700's.

The Captain William Farris House has also been seriously neglected and fallen into disrepair to the point that new owners have decided to demolish the structure. The house, dating from 1715 with subsequent major reconstruction and additions, was home to a British Army Captain who retired here before the Revolutionary War. It has been recorded that his oxen were sequestered by Patriots to bring the cannons from Fort Ticonderoga to Boston Harbor to defend war ships. Its loss has significant impact upon Natick's few surviving early settlement period homes. The NHC imposed a six month demolition delay to seek alternatives to modernize the structure and save the main house portion of the house.

Other activity this year included the Indian Burial Ground Monument restoration in South Natick by the Parks and Recreation Commission. An annual fund has been established for monument repairs, and NHC will continue our efforts with Town Administration to restore additional monuments.

Respectfully submitted,

Stephen N. Evers AIA, Chairman

CC: Adam Redbord, Vice Chairman
Maureen Sullivan
Virginia Lyster
Anna Mancini

Elliot Goodman
Marg Balcom
Patti Sheinman
Michael Ryback

Historic District Commission

History:

The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

Purpose:

The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

Budget:

The Commission has operated on a small budget for many years. The currently approved annual budget is \$550. In 2013, expenses included charges for legal notices in the Metrowest News, copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance and consultants and clerical assistance, but it has not done so to date.

Current Year Information:

In 2013, seven new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. The Commission also held numerous meetings concerning a Certificate of Appropriate Application submitted by James Morley, President Natick Historical Society, regarding a proposed relocation of the Sawin House from its current location on South Street to Shaw Park located at 53 Eliot Street in South Natick, the John Eliot Historic District. This application was withdrawn in November 2013 and will be resubmitted in 2014.

The Commission has two open positions for Alternate Members at this time,

2013 Board Members and Officers:

D. Michael Collins, Chairman
Jeannine Keith Furrer, Vice Chairman
Patricia A. Marr, Secretary
Christopher Milford
Matthew McCue
Jean-Pierre Parnas
Matthew Labrie

Alternate Member: Adam Subber

Natick Housing Authority

The composition of the Natick Housing Authority (NHA) board changed at the beginning of 2013 with the resignation of Chair, Gina Govoni, whose term was filled by State Appointee, Margaret Kiely. At the NHA Annual Meeting, held in April, the following officers were elected:

David P. Parish, Chairman
Margaret (Meg) E. Kiely, Vice-Chair
Charlene B. Foss, Treasurer
Jeanne W. Ostroff, Assistant Treasurer
Erica E. Ball, Commissioner

The NHA continued to renovate and reoccupy vacant units during FY2013 with funding appropriated thru DHCD's Vacant Unit Turnover Initiative. The cost to renovate 24 elderly and 4 family units totaled over \$300,000.00. At the same time, two units at Cedar Gardens were rehabbed and converted into handicapped accessible units (of which there were none at this 260 unit development) and readied for occupancy for July 1, 2013. This project was funded by a grant from Natick's Affordable Housing Trust Fund through their allocation of Federal HOME funds. The replacement of exterior doors at 5 buildings at Cedar Gardens was the next capital improvement project to be completed. Preparations are underway to do roof and exterior brick repair at Coolidge Gardens, with projected completion in the spring of 2014. An additional 22 elderly and 7 family units are scheduled for renovation and occupancy by the spring of 2014, at an estimated cost of \$189,000.00.

The Town of Natick initiated its recycling program in the fall of 2013, allowing NHA residents to decrease costs associated with collecting and disposing of household trash. Natick resident Pat Conaway, along with several other volunteers, assisted tenants and NHA staff in the cleanup of West Hill Park in late fall.

Planned capital improvements for FY2014 include roof replacement and the Forest Green development and at several scattered-site family residences.

The NHA continues its initiative to further effective management and wise stewardship of public funds and to deepen its partnerships with residents, and the larger Natick community in order to enhance the quality of life for all families residing at the Natick Housing Authority.

The NHA Board and Staff continued their focus upon effective communication with the Cedar Gardens Tenant Organization (CGTO) in order to foster a positive partnership between tenants and NHA management.

Information System Advisory Board

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2013. This board, created by Town Meeting, appointed by the Selectmen serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues. At the end of the year, members are: Hank Szretter (chairperson), Todd Gillenwater, John Holz, James Varnum, Aaron Pyman, and Lawrence Drolet.

During 2013 the Board continued to monitor the Town's web site, and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to assure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Town Administration, Municipal Information Systems, School Administration Information Systems, and the Morse Institute Library departments during the year. Topics discussed were: INET, Natick Pegasus, school and town information systems, telephone system and service, web site issues, long range planning, budgeting, cost reduction and cooperation, licensing and open source software, and wireless systems.

More specifically:

- * - Website ported to new platform. Improved manageability, usability, and speed.
- * - Community/Senior Center issues; bring building on-line (punch list items, P/A systems, cell phone dead zone, etc).
- * - Interview & meet with various departments to gather IT needs.
- * - Various town systems; NovusAgenda, Permitting system(s), on-going transition to Google mail and apps, Police records office move & dispatch center upgrades, DPW integration.
- * - Various new High School projects; Phone system extended & phone upgrades at various schools, camera feeds to Police station, lockdown system(s), new video servers, new Learning Management System (LMS), Web portal project, New web content and "Web Zones" management system(s).
- * - INet upgrades/bandwidth
- * - Continued review of network integration
- * - Payroll transmittals issue
- * - Ticketing/HelpDesk platform
- * - Natick Pegasus upgrades and connectivity. Media servers & digital upgrades
- * - Library IT continues to be discussed.
- * - Board expanded, seated new members.
- * - Strategic Planning Review Committee "All Boards & Committees" meeting.

The Board expressed the need to be more closely involved with new and upgrade projects at a much earlier stage. This involvement will help avoid the issues that arose during those projects. The Board also went to monthly meetings to allow more time to address these issues and develop an appropriate strategy moving into the new year.

The meetings were regularly attended by Town Administrator Martha White, Deputy Town Administrator Michael Walters-Young, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Pam Lathwood for the Morse Institute Library, and the Station Manager of Natick Pegasus Randy Brewer.

Respectfully submitted,
Hank Szretter (Chair)

MBTA Station Advisory Committee

Background and purpose

The MBTA Station Advisory Committee was established by the Board of Selectmen in January 2013 to advise the town on a feasibility study process and conceptual design development for a new MBTA Station in Natick Center, including developing of a Request for Proposals and oversight of the feasibility study process. 2012 Fall Town Meeting voted an appropriation of \$80,000 for this purpose.

Through the efforts begun by Town Meeting and continued through this committee, a future station would be fully accessible to riders with a disability or any mobility limitation; provide safe and convenient connections to riders using the Regional Transit Authority, taxis or private vehicles; adequate bicycle parking, safe pedestrian connections, and direct access to the future Cochituate Rail Trail.

Funding for the future station is not yet assured, but will be more readily available through this initial process.

Members

The members of the committee, appointed by the Board of Selectmen include:

Joshua Ostroff (Chair)	Board of Selectmen Rep
Patrick Reffett (Vice Chair)	Community Development Director
Michael Avitzur (Clerk)	Member
Seth Asante	Central Transportation Planning Staff
Dan Brainerd	Member
Greg Dysart	Member
Charles M.. Hughes	MetroWest Regional Transit Authority
Ron Morgan	MBTA Capital Planning
Betty Scott	Member
Chris Supple	Member at Large

Activities

The Committee developed a Request for Proposals (RFP) to identify a firm to assist with the feasibility study. The Board of Selectmen issued the RFP in May, 2013, with responses received from three firms in July. Following reviews, presentations and follow up questions, the committee recommended to the Board that the Town engage McMahon Associates for this project. The Board voted to award the contract, and the committee started work with McMahon in September.

The primary deliverables through this contract will be a recommended station configuration, implementation plan to advance design, and materials that can be used for funding sources identified through the study process. For purposes of funding, a detailed design is less important than is a properly formatted rationale for a modern station that is properly configured and sited to meet well defined needs and criteria, and which has been developed with public input and support.

McMahon undertook initial outreach to Town agencies, the MBTA, the MetroWest RTA and BETA Group, the engineering firm that is providing a 25% design product for the proposed Cochituate Rail Trail.

In cooperation with McMahon, the committee hosted an open house on November 12 to solicit public input on station problems and concerns, and to identify the features and attributes that would encourage increased ridership. Approximately 25 members of the public participated.

In addition, the Committee performed an online survey of station users and neighbors. 233 individuals participated to provide similar input to the open house. Concerns about access, safety, convenience and connections to cars, buses, bikes and walking routes were strongly expressed.

The project has also benefited from participation by members of the Commission on Disability, who advocate for universal access to public facilities.

Looking forward to 2014, the Committee anticipates working with McMahon to identify the best options for siting and platform configuration, and to receiving two or three station concepts that will be vetted by the MBTA and presented at a public meeting. All concepts would address concerns expressed during the initial public outreach phase.

Following that meeting, the committee will recommend a preferred concept for consideration by the Board of Selectmen. Funding sources will be identified. The preferred concept will be incorporated into a preliminary application for funding. The anticipated timing for completion of the feasibility study is no later June 30, 2014.

Respectfully submitted,
Joshua Ostroff, Chair

MathWorks Scholarship Committee

The MathWorks Scholarship Committee is charged each year with administering two \$10,000 Scholarships offered by the MathWorks to two high school seniors who reside in Natick, and who are committed to pursuing a career in mathematics or science. The members of the committee, Kerry Conley, Valerie Daniel, Eric Lightcap, Steve Rosenberg and Lenore Freitas, represent a variety of experience in both education and commercial careers.

The Committee met twice during April of 2013 to review the applications, and interview qualified candidates. After review of twenty-three candidates, including sixteen students from Natick High School and seven from private schools, the Committee interviewed the top four candidates. Meeting the candidates was a pleasure, as these students were remarkable academically and socially. They will all represent the Town of Natick in a most positive manner.

Although the contest was very close, the Committee identified two students whom it felt were most deserving of the MathWorks awards. It recommended two nominees to the Board of Selectmen: Eleni Kovatsis from Natick High School, and Franklin Li from Roxbury Latin School. These students were awarded the scholarship in May, 2013.

The MathWorks scholarship award is paid out over four years of college, which means that the Committee must continually review previous winners to ensure 1.) their intentions to study science and/ or math remain true, and 2.) their academic performance remains strong. The Committee received letters and transcripts from the prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.

Submitted by Lenore Freitas, Chair

Medical Reserve Corps

The Natick MRC was established in August 2006 and falls under the Natick Board of Health (BOH). As of December 2013, there were approximately 147 listed volunteers, which include adult and Junior Natick MRC members. The Natick MRC Executive Committee (EC) has 10 members and includes a Chair, Vice-Chair, and Recording Clerk. The EC holds meetings generally on the second Tuesday of each month at 1900 hours at the Natick Police Station conference room, and all Natick MRC members are invited to attend.

This annual report will focus on events the MRC participated in 2013. On February 8th, a blizzard buried Massachusetts with up to 24 inches of snow, and the Natick Emergency Operations Center (EOC) was activated. The Natick MRC trailer with shelter supplies was pre-staged outside of the Community Senior Center and the protective cover for the gym floor was rolled out, but fortunately the shelter did not need to be activated for sheltering clients. Also in February, a general membership meeting for all Natick MRC volunteers was held at Natick Town Hall. Liisa Jackson, the Region 4a MRC Coordinator, was the guest speaker and spoke about the June 1, 2011, western Massachusetts tornado disaster and the shelter response that followed. MRC attendees had the opportunity to have pictures taken for MRC badges.

On March 12th, our monthly EC meeting consisted of a Tabletop sheltering exercise with several members of the Natick police department in attendance. Numerous questions and discussion about sheltering concerns was generated related to the exercise.

In May, several Natick MRC volunteers participated in the annual Natick Labs disaster drill exercise. Claudius Li, the Chair of the Natick MRC, moved out of town and resigned his position on the MRC. Dan Goldstein was nominated as the new Chair for the MRC and Becky Fellin as the new Recording Clerk; both were approved by the EC for these positions starting June 2013.

In June, several Natick MRC volunteers attended a continuing education program called "Assessing Medication, Mental Health and Cultural Needs during Sheltering" which was held at the Massachusetts Medical Society in Waltham, MA. During the June EC meeting, 4 graduating high school seniors and members of the Junior MRC, were given certificates of appreciation for their service to the town of Natick as Junior MRC volunteers.

On September 9th, 6 Natick MRC members assisted the American Red Cross with a blood drive held at the Community Senior Center. On September 21st, the Natick MRC participated in Natick

Days setting up a display table that provided education about the MRC and disaster preparedness. Several town residents completed applications to become Natick MRC volunteers. On September 29th, several adult and Junior MRC volunteers helped out during the Crossroads School for Autism annual 5K road race.

On October 26th, a shelter exercise was conducted at the Community Senior Center. Lt Pagliarulo from the Natick police and several Natick MRC members participated. Numerous questions and suggestions were generated from this event. In the fall of 2013, many Natick MRC volunteers assisted at the Board of Health public flu clinics. The clinics also serve as a backdrop for practicing skills needed to conduct an Emergency Dispensing Site.

Natick is one of the few towns in the United States that has a Junior MRC, and the Natick Junior MRC includes 10 students of high school age, mainly from Natick High School. The Natick Junior MRC, which was established in the fall of 2010, is led by EC member, Kathy Sasonoff. In 2013, the Junior MRC participated in several events throughout the year. In January, several of the members earned a certificate of completion after completing a Heart Saver course. In March, several Junior members went on a field trip to Hanscom AFB in Bedford, MA, to learn about Boston MedFlight. Other activities the Junior MRC volunteered for included the following: Natick Days, American Red Cross Blood Drive, and the Crossroads School 5K road race.

Respectfully submitted by Daniel Goldstein, Natick MRC Chair

Open Space Advisory Committee

The Open Space Advisory Committee was created under the Town Bylaws to be “an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed.”

As we began 2013, the state had just approved the Town’s update of the Open Space and Recreation Plan – a project that had taken us several years to develop in collaboration with other town boards and the public. During this past year, we took steps to publicize the plan and begin its implementation. We first uploaded the plan to the Town’s web site <natickma.gov>, under *Board & Committees / Open Space Advisory Committee*. We printed a limited number of copies, which we distributed to the boards and committees with responsibilities for carrying out the goals of the Plan. These include the Board of Selectmen, Planning Board, Conservation Commission, Recreation & Parks Commission, Town Forest Committee, and Trails Maintenance Committee. We attended meetings of each of these boards to present the copies of the plan and to discuss the Action Items specifically related to that board.

One of the major open space goals has always been trails. In 2011, two new committees, the Town Forest Committee and Trails Maintenance Committee, were set up to manage ongoing trail maintenance and promotion. We see our role as looking toward the future and developing new trails. As such, we have spent time over the past year on the following areas:

- Planning a trail from the Community-Senior Center that would go along the wetlands, parallel to Union Street.
- Researching the feasibility of extending the Sudbury Aqueduct trail beyond its current ending point on Cottage Street.
- Developing a permanent access to Pine Hill, a town-owned woods at the corner of Oak and Winter streets.
- Finding a way to extend the Takawampait Trail, which currently has two unconnected segments, one through Algonquin Hill, the other through the Sherman Nature Reserve off Eliot Street.
- Planning a trail between Highland and Bacon streets on land given to the town as part of the Walnut Hill Estates development.

These projects are still in development, and we hope at least some of them can be completed in 2014.

We have also encouraged other uses of open space in Natick. Several years ago our committee and the Conservation Commission encouraged the formation of a citizens group to plan for community gardens in Natick. We are pleased that such a facility is now nearing completion as part of the new J.J. Lane Park.

This past year we encouraged the formation of a similar community group to promote development of dog parks in Natick. We heard from many people about the need for such facilities, and on October 10 we convened a public meeting at the Community-Senior Center, which was attended by 18 people and reported in local media. A working group has been meeting since to research issues involved in developing a dog park.

Finally, as always, we have appeared, along with other trails-related committees, at various public events to provide public information about open space and trails and to learn about public concerns. These events include Natick Days, Natick Earth Day, the Community Farm's Pancake Breakfast, and the Oldtown Calendar Competition.

Respectfully submitted,
 Martin Kessel, Chair
 Michael Linehan, Vice-Chair
 David Coffey
 Terri Evans, Planning Board
 Matt Helser
 Mark St., Hilaire, Recreation and Parks Commission
 Doug Shepard, Conservation Commission

Parking Advisory Committee

The Parking Advisory Committee was appointed by the Board of Selectmen on 26 August, 2013 to "evaluate and propose a plan to develop both short and long-term solutions for the Town of Natick, with a concentrated focus on Natick Center".

Upon its inception, the Committee has been meeting regularly to identify the problems related to

various Natick Center parking requirements. While many and inter-related, for the purpose of developing recommended solutions the Committee has grouped the problems into the following categories:

1. Customer (visitors to downtown municipal offices and private businesses): Generally characterized by non-periodic and/or infrequent attendance. Duration of their parking needs is generally < 2 hours.
2. Business Employee (private business owners and employees): Owners and employees of Natick Center businesses. Duration varies from 5 to 8+ hours and may include evenings and/or weekends.
3. Town Employee (town hall, library, Police and Fire): Primarily employees of Town Hall and the Morse Institute Library (Police and Fire employees are generally accommodated via the South Avenue parking lot).
4. Commuters (individuals utilizing the Natick Train Station): Demand is almost entirely 6-9:00 am to 4-7:00 pm.

The Committee also notes a variety of 'exceptional' parking requirements for individuals attending private meetings at the Morse Institute, the Frederick Conley Public Safety meeting room, The Center for Arts in Natick, the downtown restaurants and similar demands. While much of this demand is generally evenings and/or weekends, some occurs during traditional weekday business hours and, as such, competes directly with other demands.

The Committee has undertaken an extensive analysis of studies previously commissioned by the Town, conducted surveys of downtown businesses, evaluated the process and conclusions of other communities examining parking and welcomed the assistance of the Metropolitan Area Planning Council.

Thru its working sub-committees, the Committee is currently engaged in assembling solutions and evaluating them against the identified problems. The Committee's goal is to offer and submit for public hearing and discussion a draft set of proposals by the Spring of 2014 and to deliver its final report to the Board of Selectmen by June, 2014.

Respectfully submitted,

Paul McKinley, Chairman
Parking Advisory Committee

Recycling Committee

This was a busy year for the Recycling Committee as we supported the Department of Public Works with the transition from outside contracting to taking over curbside recycling for the town. The Recycling Committee concurred with DPW that the most useful and most cost efficient measure was to continue bi-weekly recycling and provide totes for all households. The idea of weekly recycling is still a goal and will be looked at again after we have sufficient data. The committee worked on educating the public about placement of containers and recyclables contents.

In the spring, we held our fifth annual Clean Your Attic Day on the same day as Hazardous Waste Collection. This continues to be a successful event that many residents look forward to each year. We collected boxes of food for the Natick Food Pantry, recycled electronics (including microwaves and air conditioners), metals, bikes, books, household goods, eye glasses, cell phones and also offered paper shredding. Using the parking lot at the new Natick High School eased the traffic situation too. Our next CYA day will be in the spring of 2014 at Natick High School.

Some other projects the Committee worked on in 2013 were as follows:

- Helped promote the new collection of rigid plastics at the Recycling Center;
- Had more discussions on promoting Business Recycling in Natick;
- Revised the Natick Green Pages;
- Updated the A – Z list on our website; and
- Assisted with another successful Computer and Electronics recycling event in October with Natick High School.

We have continued to present committee education topics each month, covering such topics as plastics vs paper vs reusable grocery bags, discussion of feasibility of banning plastic bags as some towns have done and heard a presentation about companies (Staples and Intel) who are recognized by EPA for obtaining 100% of their electrical power from renewable sources. We also had some students from Natick High School present a new project for textile recycling which placed bins at all schools and at the Recycling Center. Besides being an excellent recycling initiative, this will raise funds for the schools

Members of the Recycling Committee once again manned an information table at Natick Days, with emphasis on the new curbside recycling program. In addition, we participated in the Natick Earth Day festival on the Common.

Our website is continually updated with helpful information for Natick residents (<http://natickrecycle.pbworks.com>). There is also a link to this website on the town webpage (<http://natickma.org>, click on Boards and Committees, click on Recycling Committee, click on Natick Recycling Committee Website).

The Recycling Committee continues to assist the DPW in finding ways to improve and better utilize the Recycling Center, which is a major resource for the town. Residential usage at this facility is constant, especially with the increased hours of Thursday and Friday mornings. The Recycling Center plays a major role in keeping recyclables out of the waste stream and thereby lowering our tonnage and tipping fees and is also a source of some revenue from the sale of certain recyclable

materials, such as cardboard. Single stream recycling has been put in place at the Recycling Center for easier residential usage. In addition to the items recycled at curbside, the Recycling Center accepts rigid plastics, Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. We are pleased to note that this area is getting more use every year. The brush and yard waste areas also have mulch and compost available for residential use.

Respectfully submitted,

Terry Miller, Recycling Committee Chairperson

Members: Jack Gaziano, Mike Linehan, Dee Magnoni, Brinley Vickers and Scott Davis.

Town Forest Committee

The General Court has supported the Town Meeting Home Rule Petition to expand the Town Forest Committee to five full members. Additionally this summer Peter Golden stepped down as a member of the committee. He was very involved in helping us shape our way forward as a committee. Peter, thanks for all of your passion and involvement with the committee. With the expansion of the committee and Peter's leaving the current members of the committee are: Peter Frykman (Chair), Irene Kassel and Francine Gay (Co-clerks), Tony Petro and Peter Perkins.

This last year has seen the Town Forest committee continue in our outreach efforts by engaging with students at Natick High School. These students have begun the process of constructing a website showcasing the Town Forest. The content of the website will have information about the natural history of the forest, photos of plants and animals from the forest and information about trails and events involving the forest and the Forest Committee. We anticipate that this website will be up and running in the spring of 2014.

The first phase of a trail marking system has been completed with the trail that runs from the Oak Street entrance to the Marion Street entrance being marked with distinct but simple directional markers that show the way to either the Oak Street or the Marion Street entrances from anywhere on that trail.

The clean-up efforts in the Town forest have continued in collaboration with the Trails Maintenance committee and other local organizations. This effort continues with the removal of invasive species, deadfall and basic trail maintenance.

The Town Forest Committee engaged Phil Benjamin, a professional forester to complete an examination of the trees and plant life of the forest and provide recommendations to the committee for developing a forestry stewardship plan that will guide future budgeting and funding of a maintenance and development program for the Town Forest. This plan will evolve into health & wellness initiatives and usage programs that integrate the Town Forest with Natick Trails and Open Space resources.

The first phase of a signage program explaining the hunting and vehicle use limitations is nearing completion and will be a key part of the safety plan for the forest.

The physical, scenic, and natural resources of the Natick Town Forest, including diverse flora and animal habitat, are unique resources for our community. In keeping with that, the Natick Town Forest Committee's mission statement is: " to protect the health and well being of the Town Forest, to promote public enjoyment and responsible use of the Forest."

Respectfully submitted by Natick Town Forest Committee Members...

Youth Advisory Board

The Mission of the Board is to provide coordination of youth issues in Natick and enable youth to participate as partners to improve the quality of life in our community. The Natick Youth Advisory Board serves in an advisory role to the Board of Selectmen.

2013 saw the first steps in the re-vitalization of the Youth Advisory Board. With the only standing Member previously as Adam Azanow in his final year of eligibility, the Youth Advisory Board was able to recruit 5 new members across several grades. The Youth Advisory Board met several times in 2013 and strategized on ways to re-invent itself. This past year, the board met with Members of the Board of Selectmen and a few Recreation and Parks Commissioners. They discussed the roles of boards in town and how the boards make an impact on policy and decisions. They attended a town meeting session and learned further how articles are drafted and presented.

The board looks to increase its exposure to the public and assist in connecting youth to the public and private policy makers. For more information about the board please contact the board's advisor Aaron Friedman at afriedman@natickma.org or 508 647-6530.

Submitted By: Aaron Friedman, Recreation & Parks Department, Board Advisor

Section II

Elections

**WARRANT FOR
TOWN OF NATICK
ANNUAL TOWN MEETING
APRIL 9, 2013**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE NINTH DAY OF APRIL 2013**, from 7:00 A.M.. to 8:00 P.M.. for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

Board of Selectmen for Three Years - Vote for not more than two
School Committee for Three Years - Vote for not more than three
Planning Board for Five Years - Vote for not more than one
Board of Assessors for Three Years - Vote for not more than one
Board of Health for Three Years - Vote for not more than one
Town Clerk for Three Years -Vote for not more than one
Town Moderator for Three Years- Vote for not more than one
Recreation & Parks Commissioner for Three Years - Vote for not more than two
Natick Housing Authority for Five Years - Vote for not more than one
Morse Institute Library Trustee for Five Years- Vote for not more than five
Constables for Three Years- Vote for not more than six

In addition – SIXTY FIVE TOWN MEETING MEMBERS

Precinct 1	Six for 3 years, one for 2 years, one for 1 year
Precinct 2	Six for 3 years
Precinct 3	Six for 3 years, one for 1 year
Precinct 4	Six for 3 years
Precinct 5	Six for 3 years
Precinct 6	Six for 3 years

Precinct 7	Six for 3 years, two for 1 year
Precinct 8	Six for 3 years, one for 2 years
Precinct 9	Six for 3 years, two for 2 years
Precinct 10	Six for 3 years

QUESTION NO. 1

Shall the Town approve the Charter Amendment proposed by vote of the 2012 Natick Spring Annual Town Meeting under Article 31, summarized below?

Yes _____ No _____

Article 3, Section 3-2(c) of the Natick Home Rule Charter includes, among the appointments by the Board of Selectmen "a police chief, in accordance with the civil service laws and rules". The proposed amendment would delete the language "in accordance with the civil service laws and rules".

QUESTION NO. 2

Shall the Town approve the Charter Amendment proposed by vote of the 2012 Natick Spring Annual Town Meeting under Article 32, summarized below?

Yes _____ No _____

Article 3, Section 3-2(c) of the Natick Home Rule Charter includes among the appointments by the Board of Selectmen "a fire chief, in accordance with the civil service laws and rules". The proposed amendment would delete the words "a fire chief, in accordance with the civil service laws and rules" and replace them with "and a fire chief".

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 11th day of February 2013.

ss/ Paul R. Joseph
PAUL R. JOSEPH
Chair

ss/Carol A. Gloff
CAROL A. GLOFF
Vice Chair

ss/Charles M.. Hughes
CHARLES M.. HUGHES
Clerk

ss/Joshua Ostroff
JOSHUA OSTROFF
Member

ss/Nicholas S. Mabardy
NICHOLAS S. MABARDY
Member

Board of Selectmen for the Town of Natick

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill St.; Precinct 4: TCAN, Summer Street; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central St.; and Precinct 10: Memorial Elementary School, 107 Eliot St. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Natick Post Office, Bacon Free Library, and Morse Institute Library and Natick Town Hall seven days at least before April 9, 2013.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8 AM – 8 PM on Thursday and 8 AM – 12:30 PM on Friday and at the Town web site www.natickma.org.

Natick Annual Town Election Results
April 9, 2013

Total Ballots Cast: 2,032

Turnout: 10.1%

Votes by Precinct	1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,386	1,966	2,146	1,838	2,133	2,038	2,066	1,981	2,105	2,394	20,053
Ballots Cast	50	169	224	245	196	196	250	189	217	296	2,032
% Turnout	3.6%	8.6%	10.4%	13.3%	9.2%	9.6%	12.1%	9.5%	10.3%	12.4%	10.1%

Board of Selectmen (Three Years)	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	%
Charles M. Hughes	38	126	156	158	142	121	169	130	150	204	1,394	68.6%
Richard Jennett Jr.	35	120	149	166	132	133	195	120	142	187	1,379	67.9%
Write-ins	0	0	2	0	1	3	1	3	1	1	12	
Blanks	27	92	141	166	117	135	135	125	141	200	1,279	
Total	100	338	448	490	392	392	500	378	434	592	4,064	

School Committee (Three Years)												
Vote for not more than 3												
1	2	3	4	5	6	7	8	9	10	Total	%	
Anne E. Blanchard	31	114	157	141	129	119	173	134	141	175	1,314	64.7%
Paul H. Laurent	27	110	123	148	116	100	175	105	106	142	1,152	56.7%
Thomas P. Campbell	24	105	144	135	134	116	163	120	127	224	1,292	63.6%
Timothy M. Kelley	30	77	83	116	86	93	93	79	100	91	848	41.7%
Write-ins	0	0	0	0	0	0	0	0	0	1	1	
Blanks	38	101	165	195	123	160	146	129	177	255	1,489	
Total	150	507	672	735	588	588	750	567	651	888	6,096	

April 9, 2013

Total Ballots Cast: 2 032

Turnout: 10.1%

Planning Board (Five Years)												
	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
Teresa M. Evans	39	117	165	174	141	131	185	135	159	201	1,447	71.2%
Write-ins	0	0	0	0	0	0	0	0	0	0	-	
Blanks	11	52	59	71	55	65	65	54	58	95	585	
Total	50	169	224	245	196	196	250	189	217	296	2,032	

Board of Assessors (Three Years)												
	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
Janice M. Dangelo	39	116	166	160	134	129	177	122	149	187	1,379	67.9%
Write-ins	0	0	0	0	0	0	0	0	0	0	-	
Blanks	11	53	58	85	62	67	73	67	68	109	653	
Total	50	169	224	245	196	196	250	189	217	296	2,032	

Board of Health (Three Years)											
1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1											
Donald J. Breda	37	113	163	163	132	130	175	124	144	187	1,368
Write-ins	0	0	0	1	0	0	0	0	0	0	1
Blanks	13	56	61	81	64	66	75	65	73	109	663
Total	50	169	224	245	196	196	250	189	217	296	2,032
											67.3%

April 9, 2013

Total Ballots Cast: 2,032

Turnout: 10.1%

-140-

Natick Annual Town Election Results
 April 9, 2013
 Total Ballots Cast: 2,032
 Turnout: 10.1%

Town Clerk (Three Years)												
	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
Diane B. Packer	32	120	158	173	144	141	195	131	159	204	1,457	71.7%
Write-ins	0	0	0	0	1	0	1	0	0	0	2	
Blanks	18	49	66	72	51	55	54	58	58	92	573	
Total	50	169	224	245	196	196	250	189	217	296	1457	

Town Moderator (Three Years)												
	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
Frank W. Foss	33	118	164	174	141	132	177	130	146	195	1,410	69.4%
Write-ins	0	0	0	0	0	1	0	0	0	1	2	
Blanks	17	51	60	71	55	63	73	59	71	100	620	
Total	50	169	224	245	196	196	250	189	217	296	2,032	

Constable (Three Years)												
Vote for not more than 6	1	2	3	4	5	6	7	8	9	10	Total	%
Ross A. Cigna	26	85	129	119	95	91	138	94	100	125	1,002	49.3%
Kevin F. Flynn	27	86	127	127	95	100	146	96	107	130	1,041	51.2%
Arthur L. Lamont	29	84	126	135	102	97	148	97	113	134	1,065	52.4%
James Lavezzo	29	94	140	149	110	118	155	113	127	129	1,164	57.3%
Michael G. Winer	27	93	125	115	98	92	139	92	103	126	1,010	49.7%
Steve Roche	0	0	4	0	0	1	3	5	2		15	
All other write ins	0	0	3	3	1	1	3	1	4	4		
Blanks	162	572	690	822	675	676	768	636	746	1128	6895	
Total	300	1,014	1,344	1,470	1,176	1,176	1,500	1,134	1,302	1,776	12,192	

Natick Annual Town Election Results

April 9, 2013

Total Ballots Cast: 2,032

Turnout: 10.1%

Question 1												
Shall the Town approve the Charter Amendment proposed by vote of the 2012 Spring Annual Town Meeting under Article 31? (Police Chief)												
Votes by Precinct	1	2	3	4	5	6	7	8	9	10	Total	%
Yes	32	107	149	157	130	121	172	119	145	211	1,343	66.1%
No	17	54	58	65	50	55	56	54	56	59	524	25.8%
Blanks	1	8	17	23	16	20	22	16	16	26	165	
Total	50	169	224	245	196	196	250	189	217	296	2,032	

Question 2												
Shall the Town approve the Charter Amendment proposed by vote of the 2012 Natick Spring Annual Town Meeting? (Fire Chief)												
Votes by Precinct	1	2	3	4	5	6	7	8	9	10	Total	%
Yes	32	110	151	157	130	121	176	118	151	207	1,353	66.6%
No	17	52	56	65	50	55	54	54	51	62	516	25.4%
Blanks	1	7	17	23	16	20	20	17	15	27	163	
Total	50	169	224	245	196	196	250	189	217	296	2,032	

Annual Town Election Town Meeting Results											
Votes by Precinct											
	1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,386	1,966	2,146	1,838	2,133	2,038	2,066	1,981	2,105	2,394	20,053
Ballots Cast	50	169	224	245	196	196	250	189	217	296	2,032
% Turnout	3.6%	8.6%	10.4%	13.3%	9.2%	9.6%	12.1%	9.5%	10.3%	12.4%	10.1%

Town Meeting, Precinct 1		
Six for 3 years, one for 2 years, one for 1 year		
	Votes	%
Joel B. Chase	37	74.0%
Jonathan D. Kane	34	68.0%
Tricia Magee	1	2.0%
		0.0%

Town Meeting, Precinct 2		
Six for 3 years		
	Votes	%
B. Patrick Conaway	112	66.3%
David J. Gallo	106	62.7%
David J. Coffey	104	61.5%
E G Broderick-Noonan	96	56.8%
Geoffrey C. Del Sesto	96	56.8%
Richard T. Montross	94	55.6%

Town Meeting, Precinct 3		
Six for three years		
	Votes	%
Charles A. Grady	146	65.2%
Carol A. Delehanty	133	59.4%
Donna M. McKenzie	127	56.7%
Barbara R. Honthumb	113	50.4%
Valerie I. Shealer	111	49.6%
William Schoenig	102	45.5%
Norman J. Barlow	76	33.9%

Town Meeting, Precinct 4		
Six for 3 years		
	Votes	%
Brianna M. Heyde	131	53.5%
Brian P. Donovan	123	50.2%
Richard A. Foley	122	49.8%
Joseph M. Kiggen Jr.	117	47.8%
Nancy B. Nottonson	108	44.1%
Peter A. Nottonson	94	38.4%
Salavatore A. Alessi	90	36.7%

Town Meeting, Precinct 5		
Six for 3 years		
	Votes	%
Michael J. Sugrue	114	58.2%
Diane V. Vabulas	108	55.1%
Nancy L. Devereaux	107	54.6%
Thomas E. Bednarz Jr.	106	54.1%
Lawrence L. Drolet	105	53.6%
Todd M. Gillenwater	101	51.5%

Town Meeting, Precinct 6		
Six for 3 years		
	Votes	%
Michael F. Linehan	107	54.6%
Catherine M. Coughlin	106	54.1%
Patrick A. Young	106	54.1%
Tony Lista	97	49.5%
Betsy Boggia	94	48.0%
Richard C. Stephen	94	48.0%
Michael P. Coughlin	92	46.9%

Annual Town Election

Town Meeting Results

Votes by Precinct

	1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,386	1,966	2,146	1,838	2,133	2,038	2,066	1,981	2,105	2,394	20,053
Ballots Cast	50	169	224	245	196	196	250	189	217	296	2,032
% Turnout	3.6%	8.6%	10.4%	13.3%	9.2%	9.6%	12.1%	9.5%	10.3%	12.4%	10.1%

Town Meeting, Precinct 7

Six for 3 years, 2 for 1 year

	Votes	%
Helen Terry Checket	158	63.2%
Marsha P. Beatrice	153	61.2%
Shawn R. Bastien	152	60.8%
Dylan Hayre	152	60.8%
S. Christopher Salis	147	58.8%
Paul Griesmer	30	
Nancy Jennett	15	
Joseph Conway	2	

Town Meeting, Precinct 8

Six for 3 years

	Votes	%
Richard Philben	120	63.5%
Marjorie Gove	111	58.7%
Lawrence J. Delaney	97	51.3%
Jamie Magee	2	
Barbara Seymour	1	

Annual Town Election

Town Meeting Results

Votes by Precinct

	1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,386	1,966	2,146	1,838	2,133	2,038	2,066	1,981	2,105	2,394	20,053
Ballots Cast	50	169	224	245	196	196	250	189	217	296	2,032
% Turnout	3.6%	8.6%	10.4%	13.3%	9.2%	9.6%	12.1%	9.5%	10.3%	12.4%	10.1%

Town Meeting, Precinct 9

Six for 3 years, one for 2 years

	Votes	%
Scott A. Joseph	121	55.8%
Ronald J. Miller	117	53.9%
Paul R. Joseph	117	53.9%
Christine Ryan	108	49.8%
George W. Potts Sr.	107	49.3%
Heather S. Seiche	106	48.8%
Wilson E. Idzal	94	43.3%
Michael Avitzur	66	30.4%

Town Meeting, Precinct 10

Six for 3 years

	Votes	%
Beverly Rich	140	47.3%
Bancroft R. Wheeler	132	44.6%
Alan L. Rosenman	127	42.9%
Andrew Patrick Hayes	125	42.2%
Brian E. Chamberlain	110	37.2%
Michael A. Ferrari	109	36.8%
Edward J. Doherty	101	34.1%
Marc S. Taylor	84	28.4%

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE THIRTIETH DAY OF APRIL 2013**, from 7:00 A.M.. to 8:00 P.M.. for the following purpose:

To cast their votes in the Special State Primaries for the candidates of political parties for the following office:

SENATOR IN CONGRESS. . . . FOR THE COMMONWEALTH

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 18th day of March 2013.

ss/ Paul R. Joseph
PAUL R. JOSEPH
Chair

ss/ Carol A. Gloff
CAROL A. GLOFF
Vice Chair

ss/ Charles M.. Hughes
CHARLES M.. HUGHES
Clerk

ss/ Joshua Ostroff
JOSHUA OSTROFF
Member

ss/ Nicholas S. Mabardy
NICHOLAS S. MABARDY
Member

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 Am – 8:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and at the Town web site www.natickma.org

**OFFICER'S RETURN
COMMONWEALTH OF MASSACHUSETTS**

Natick, Middlesex

Pursuant to the within warrant, I have this day notified the qualified voters to assemble at the time, place and for the purpose within mentioned as within directed.

Pursuant to the Town of Natick Home Rule Charter and the Town of Natick By-laws, I have caused the election warrant for the 2013 Special State Primary and a notice of availability of said warrant to be published in the newspaper called *The MetroWest Daily News*, in the issue published in the said Town of Natick on March 28, 2013. This same warrant has been posted to the Town of Natick website www.natickma.gov.

ss/ Diane Packer
Diane Packer, Town Clerk

TOWN OF NATICK
SPECIAL STATE PRIMARY, APRIL 30, 2013
OFFICIAL RESULTS

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Democratic ballots	162	349	331	255	348	343	377	294	347	424	3,230
Republican ballots	42	116	96	67	117	96	117	81	96	125	953
Total	204	465	427	322	465	439	494	375	443	549	4,183
Total Registered Voters	1,719	2,215	2,328	2,097	2,315	2,242	2,277	2,257	2,351	2,651	22,452
% voted	11.9%	21.0%	18.3%	15.4%	20.1%	19.6%	21.7%	16.6%	18.8%	20.7%	18.6%
Democratic Ballot											
Stephen F. Lynch	48	100	96	74	102	115	86	92	99	90	902
Edward J. Markey	114	248	234	181	244	228	291	202	247	334	2,323
write-ins	0	1	1	0	2	0	0	0	1	0	5
blanks	0	0	0	0	0	0	0	0	0	0	0
total	162	349	331	255	348	343	377	294	347	424	3,230
Republican Ballot											
Gabriel E. Gomez	13	60	49	31	51	51	69	30	58	68	480
Michael J. Sullivan	16	37	31	24	44	35	35	39	26	29	316
Daniel B. Winslow	13	18	16	11	20	10	12	12	12	28	152
Write ins	0	0	0	1	1	0	1	0	0	0	3
Blanks	0	1	0	0	1	0	0	0	0	0	2
Totals	42	116	96	67	117	96	117	81	96	125	953

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE TWENTY-FIFTH DAY OF JUNE 2013**, from 7:00 A.M.. to 8:00 P.M.. for the following purpose:

To cast their votes in the Special State election for the candidates of political parties for the following office:

SENATOR IN CONGRESS. FOR THE COMMONWEALTH

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 20th day of May 2013.

ss/Carol A. Gloff
CAROL A. GLOFF
Chairman

ss/Joshua Ostroff
JOSHUA OSTROFF
Vice Chair

ss/Nicholas S. Mabardy
NICHOLAS S. MABARDY
Clerk

ss/Charles M.. Hughes
CHARLES M.. HUGHES
Member

ss/Richard Jennett Jr.
RICHARD JENNETT JR.
Member

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 AM – 8:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and at the Town web site www.natickma.org

**OFFICER'S RETURN
COMMONWEALTH OF MASSACHUSETTS**

Natick, Middlesex

Pursuant to the within warrant, I have this day notified the qualified voters to assemble at the time, place and for the purpose within mentioned as within directed.

Pursuant to the Town of Natick Home Rule Charter and the Town of Natick By-laws, I have caused the election warrant for the 2013 Special State Primary and a notice of availability of said warrant to be published in the newspaper called *The MetroWest Daily News*, in the issue published in the said Town of Natick on May 30, 2013. This same warrant has been posted to the Town of Natick website www.natickma.gov.

TOWN OF NATICK
SPECIAL STATE ELECTION JUNE 25, 2013
RESULTS

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Registered Voters	1,728	2,241	2,333	2,115	2,321	2,258	2,302	2,284	2,371	2,663	22,616
Voter Turnout	389	796	830	705	822	777	830	759	763	1,090	7,761
% voted	22.5%	35.5%	35.6%	33.3%	35.4%	34.4%	36.1%	33.2%	32.2%	40.9%	34.3%
Gabriel E. Gomez	137	302	307	261	358	322	318	255	322	469	3,051
Edward J. Markey	251	486	514	440	460	454	511	501	435	614	4,666
Richard A. Heos	1	3	8	4	2	0	0	2	2	4	26
write-ins	0	1	1	0	2	0	0	0	3	1	8
blanks	0	4	0	0	0	1	1	1	1	2	10
total	389	796	830	705	822	777	830	759	763	1,090	7,761

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE FIFTEENTH DAY OF OCTOBER 2013**, from 7:00 A.M.. to 8:00 P.M.. for the following purpose:

To cast their votes in the Special State Primaries for the candidates of political parties for the following office:

REPRESENTATIVE IN CONGRESS. . . . 5th DISTRICT

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central St.; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill St.; Precinct 4: TCAN, 2 Summer St.; Precinct 5: Wilson Middle School, Rutledge Rd.; Precinct 6: East Natick Fire Station, Rhode Island Ave.; Precinct 7: Lilja Elementary School, Bacon St.; Precinct 8: Natick High School, 15 West St.; Precinct 9: Community Senior Center, 117 East Central St.; Precinct 10: Memorial School, Eliot St. and also posted at the Bacon Free Library, Morse Institute Library and Natick Town Hall seven days at least before October 15, 2013.

Given under our hands this 9th day of September 2013.

ss/Carol A. Gloff

CAROL A. GLOFF

Chairman

ss/Joshua Ostroff

JOSHUA OSTROFF

Vice Chair

ss/Nicholas S. Mabardy

NICHOLAS S. MABARDY

Clerk

ss/Charles M.. Hughes

CHARLES M.. HUGHES

Member

ss/Richard Jennett Jr.

RICHARD JENNETT JR.

Member

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 Am – 8:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and at the Town web site www.natickma.org

TOWN OF NATICK
SPECIAL STATE PRIMARY, OCTOBER 15, 2013

OFFICIAL RESULTS

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>	<u>Percent</u>
Democratic ballots	105	282	259	238	321	270	316	267	248	328	2,634	
Republican ballots	20	58	52	29	67	56	53	37	43	65	480	
Total	125	340	311	267	388	326	369	304	291	393	3,114	
Total Registered Voters	1,706	2,283	2,344	2,122	2,309	2,246	2,303	2,316	2,354	2,626	22,609	
% voted	7.3%	14.9%	13.3%	12.6%	16.8%	14.5%	16.0%	13.1%	12.4%	15.0%	13.8%	
Democratic Ballot												
William N. Brownsberger	2	10	5	7	9	6	2	9	11	10	71	2.7%
Katherine M. Clark	16	39	30	25	31	52	72	43	40	77	425	16.1%
Peter J. Koutoujian	14	41	26	25	47	42	32	28	28	35	318	12.1%
Martin Long	1	0	0	0	2	0	2	3	0	1	9	0.3%
Paul John Maisano	2	5	3	6	7	0	5	2	7	6	43	1.6%
Carl M. Sciortino, Jr.	12	30	26	35	32	35	24	34	32	38	298	11.3%
Karen E. Spilka	57	156	169	140	192	135	179	148	130	161	1,467	55.7%
write-ins	0	0	0	0	0	0	0	0	0	0	0	
blanks	1	1	0	0	1	0	0	0	0	0	3	
total	105	282	259	238	321	270	316	267	248	328	2,634	
Republican Ballot												
Frank John Addvinola, Jr.	13	29	20	15	30	23	20	12	11	27	200	41.7%
Michael P. Stopa	3	16	18	8	12	11	21	10	16	26	141	29.4%
Tom Tierney	4	13	13	6	24	22	12	15	15	12	136	28.3%
Write ins	0	0	0	0	1	0	0	0	0	0	1	
Blanks	0	0	1	0	0	0	0	0	1	0	2	
Totals	20	58	52	29	67	56	53	37	43	65	480	

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE TENTH DAY OF DECEMBER 2013**, from 7:00 A.M.. to 8:00 P.M.. for the following purpose:

To cast their votes in the Special State Election for the candidate for the following office:

REPRESENTATIVE IN CONGRESS. . . . 5th DISTRICT

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central St.; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill St.; Precinct 4: TCAN, 2 Summer St.; Precinct 5: Wilson Middle School, Rutledge Rd.; Precinct 6: East Natick Fire Station, Rhode Island Ave.; Precinct 7: Lilja Elementary School, Bacon St.; Precinct 8: Natick High School, 15 West St.; Precinct 9: Community Senior Center, 117 East Central St.; Precinct 10: Memorial School, Eliot St. and also posted at the Bacon Free Library, Morse Institute Library and Natick Town Hall seven days at least before December 10, 2013.

Given under our hands this 18th day of November 2013.

ss/Carol A. Gloff
CAROL A. GLOFF
Chairman

ss/Joshua Ostroff
JOSHUA OSTROFF
Vice Chair

ss/Nicholas S. Mabardy
NICHOLAS S. MABARDY
Clerk

ss/Charles M.. Hughes
CHARLES M.. HUGHES
Member

ss/Richard Jennett Jr.
RICHARD JENNETT JR.
Member

Board of Selectmen for the Town of Natick

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 Am – 8:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and at the Town web site www.natickma.org

**OFFICER'S RETURN
COMMONWEALTH OF MASSACHUSETTS**

Natick, Middlesex

Pursuant to the within warrant, I have this day notified the qualified voters to assemble at the time, place and for the purpose within mentioned as within directed.

Pursuant to the Town of Natick Home Rule Charter and the Town of Natick By-laws, I have caused the election warrant for the 2013 Special State Election and a notice of availability of said warrant to be published in the newspaper called *The MetroWest Daily News*, in the issue published in the said Town of Natick on November 26, 2013. This same warrant has been posted to the Town of Natick website www.natickma.gov.

Diane Packer, Town Clerk

TOWN OF NATICK
SPECIAL STATE ELECTION DECEMBER 10, 2013
OFFICIAL RESULTS

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Registered Voters	1,714	2,295	2,339	2,110	2,308	2,243	2,287	2,327	2,353	2,632	22,608
Voter Turnout	97	272	236	189	280	254	267	199	204	319	2,317
% voted	5.7%	11.9%	10.1%	9.0%	12.1%	11.3%	11.7%	8.6%	8.7%	12.1%	10.2%
Frank John Addivinola Jr	40	119	91	59	118	97	90	61	65	120	860
Katherine M. Clark	50	144	133	121	154	149	172	132	130	194	1,379
James V. Aulenti	6	6	11	5	6	7	5	5	7	4	62
James O. Hall	1	1	1	3	0	0	0	1	0	0	7
Write-ins		1		1	2	0	0	0	2	1	7
Blanks		1				1		0			2
TOTAL	97	272	236	189	280	254	267	199	204	319	2,317

Section III

Town Meeting Minutes & Attendance

Last	First	PRECINCT	4/23/13	4/25/13	5/2/13	5/7/13	5/9/13	5/14/13	10/15/13	10/17/2013	10/22/2013
Adams	Andrea T.	1	Y	Y	Y	Y	Y	Y	NO	Y	Y
Avalos	Mary E.	9	Y	-	Y	Y	-	Y	QUORUM	Y	Y
Bacon	Kathleen	10	-	-	Y	Y	-	Y	-	-	Y
Ball	Erica E.	5	Y	Y	Y	Y	Y	Y	Y	Y	-
Bastien	Shawn R.	7	Y	-	Y	-	Y	Y	-	-	Y
Beatrice	Marsha P.	7	Y	-	Y	-	-	Y	-	-	Y
Bednarz Jr.	Thomas E.	5	Y	Y	-	-	-	Y	-	-	-
Berelowitz	Saul	2	Y	Y	Y	-	-	Y	Y	Y	Y
Berkowitz	Adam M.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Blaha	Michael D.	1	Y	Y	Y	Y	Y	Y	Y	Y	Y
Boggia	Betsy	6	Y	Y	Y	-	Y	Y	-	Y	-
Broderick-Noonan	E G	2	-	-	-	-	-	-	-	-	Y
Brown	Mary A.	8	Y	Y	Y	Y	-	Y	-	Y	Y
Brown Jr.	James E.	8	Y	Y	Y	Y	-	Y	-	Y	Y
Casey	Donna Volpe	3	Y	Y	-	-	-	Y	-	Y	Y
Chamberlain	Brian E.	10	Y	-	Y	Y	-	Y	-	-	Y
Chase	Joel B.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Checket	Helen Terry	7	Y	Y	Y	Y	Y	Y	-	-	Y
Chinetti	Barbara A.	6	Y	Y	Y	Y	Y	Y	-	Y	Y
Chouinard	Wayne A.	9	-	-	Y	-	-	-	-	Y	Y
Coburn Jr.	Frederick	4	Y	Y	Y	Y	-	Y	Y	Y	Y
Coffey	David J.	2	Y	-	Y	-	-	Y	Y	Y	Y
Collins	Cathleen M.	9	-	Y	Y	Y	-	Y	Y	Y	Y
Conaway	B. Patrick	2	Y	Y	Y	Y	Y	Y	Y	Y	Y
Connolly	Paul E.	6	Y	Y	Y	Y	Y	-	Y	Y	Y
Conway	Joseph	7	Y	-	Y	-	-	-	-	-	-
Cornell	Lois D.	10	Y	-	-	-	-	-	-	-	-
Coughlin	Catherine M.	6	Y	Y	Y	Y	-	Y	Y	Y	Y
Coughlin	Michael	6	-	appointed 5/2/13	Y	-	-	Y	Y	Y	-
Del Sesto	Geoffrey C.	2	Y	Y	Y	-	-	Y	Y	Y	Y
Delaney	Lawrence	8	Y	-	Y	Y	Y	Y	Y	Y	Y
Delehanty	Carol A.	3	Y	Y	Y	-	Y	Y	Y	Y	Y
Dellarocca	Paul L.	2	Y	Y	Y	Y	Y	Y	Y	Y	Y
Desveaux	Sandra J.	3	Y	Y	Y	Y	Y	-	Y	Y	Y
Devereaux	Nancy	5	Y	Y	-	Y	-	Y	-	Y	Y
DiMasi	Nicholas S.	6	Y	Y	Y	Y	Y	-	-	-	Y

2013 TOWN MEETING MEMBER ATTENDANCE

Last	First	PRECINCT	4/23/13	4/25/13	5/2/13	5/7/13	5/9/13	5/14/13	10/15/13	10/17/2013	10/22/2013
Donovan III	John A.	4	-	-	Y	-	Y	-	Y	Y	Y
Dorant	Dave	5	-	-	-	-	-	appointed 9/30/13	Y	Y	Y
Drolet	Lawrence L.	5	-	-	Y	Y	-	Y	Y	Y	Y
Evans	Bruce T.	7	Y	Y	Y	Y	Y	Y	Y	Y	Y
Evans	Teresa M.	7	Y	Y	Y	Y	Y	Y	Y	Y	Y
Everett	James L.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Farquharson	Nanci S.	2	-	-	Y	Y	Y	-	Y	Y	Y
Ferrari	Michael A.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Filleides	Tass	8	Y	Y	-	Y	Y	Y	Y	Y	Y
Foley	Richard A.	4	Y	Y	Y	Y	Y	Y	Y	Y	Y
Forshner	Lawrence W.	6	Y	-	-	Y	Y	-	Y	Y	Y
Foss	Charlene B.	6	Y	Y	-	Y	-	Y	Y	Y	Y
Foster	Karen A.	6	Y	Y	Y	Y	-	-	Y	Y	Y
Freedman	Jonathan H.	4	Y	Y	Y	Y	Y	Y	Y	Y	Y
Friswell	Donald P.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y
Gallo	David J.	2	Y	Y	Y	Y	-	Y	Y	Y	-
Gath	William F.	6	Y	-	Y	Y	Y	Y	Y	Y	Y
Gaziano Jr.	John D.	3	Y	Y	Y	-	Y	Y	Y	Y	Y
Gillenwater	Todd M.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Glaser	Richard A.	1	Y	-	Y	Y	Y	Y	Y	Y	Y
Glater	Glen B.	8	Y	Y	Y	Y	Y	Y	Y	Y	Y
Gloff	Carol A.	6	Y	Y	-	Y	Y	Y	Y	Y	Y
Golden	Peter S.	6	-	Y	Y	-	Y	Y	Y	Y	-
Gols	Lorie K.	1	Y	Y	Y	Y	-	Y	Y	Y	Y
Gove	Marjorie	8	Y	Y	Y	Y	-	Y	Y	Y	Y
Grady	Charles A.	3	Y	Y	Y	-	Y	Y	Y	Y	Y
Griesmer	Paul B.	7	Y	-	Y	Y	Y	-	-	Y	Y
Hanna	Sara R.	8	Y	Y	Y	Y	Y	Y	Y	Y	Y
Haugland	Henry W.	7	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hawley	Glynn E.	8	-	-	-	Y	-	Y	Y	Y	Y
Hayes	Andrew Patrick	10	-	Y	Y	Y	-	Y	-	-	-
Hayre	Dylan	7	Y	Y	Y	Y	Y	Y	-	Y	Y
Healey	Robert M.	3	Y	Y	Y	Y	Y	Y	Y	Y	Y
Heyde	Brianna M.	4	Y	Y	Y	Y	-	Y	Y	Y	Y
Honthumb	Barbara R.	3	Y	Y	Y	Y	Y	-	Y	Y	-
Horowitz	Betty	10	Y	-	Y	-	-	-	-	-	-

2013 TOWN MEETING MEMBER ATTENDANCE

Last	First	PRECINCT	4/23/13	4/25/13	5/2/13	5/7/13	5/9/13	5/14/13	10/15/13	10/17/2013	10/22/2013
Hoyt	Kenneth B.	9	Y	Y	Y	Y	Y	-	-	-	Y
Hubbard	Thomas E.	8	-	Y	-	Y	Y	Y	Y	Y	-
Hughes	Charles M.	2	Y	Y	Y	Y	Y	Y	Y	Y	Y
Idzal	Wilson E.	9	Y	Y	Y	Y	Y	-	Y	Y	Y
Jennett	Nancy	7	Y	Y	Y	Y	Y	Y	-	-	-
Jennett Jr.	Richard	7	Y	Y	Y	Y	Y	Y	Y	Y	Y
Johnson	Edward A.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y
Johnson	Lesley L.	5	-	-	-	-	-	-	resigned Aug. 2013		
Joseph	Paul R.	9	Y	Y	Y	-	Y	Y	-	-	Y
Joseph	Scott A.	9	Y	-	Y	-	-	-	Y	Y	Y
Kane	Jonathan D.	1	-	-	-	-	-	-	-	-	-
Kane	Stephen M.	2	-	-	-	-	-	-	-	-	-
Keefe	Joseph A.	7	Y	Y	Y	Y	Y	Y	Y	Y	Y
Kessel	Martin	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Kiggen Jr.	Joseph M.	4	Y	-	Y	-	Y	Y	Y	Y	-
Krentzman	David A.	10	Y	Y	Y	Y	Y	Y	-	-	Y
Kruczynski	Christina E.	4	Y	-	-	-	-	-	Y	Y	-
Kruczynski	Christopher A.	4	-	-	-	-	-	-	Y	Y	Y
Kuhn	Judith A.	3	-	-	Y	Y	Y	Y	-	-	Y
Kuhn	Leonard P.	3	Y	Y	Y	Y	Y	Y	-	-	Y
Lamont	Arthur L.	3	Y	Y	-	-	-	resigned 5/15/13			-
Lamont	Michael K.	9	Y	Y	Y	Y	Y	-	-	Y	Y
Landry	Douglas L.	4	Y	Y	Y	-	-	-	Y	Y	Y
Lavash	Nancy A.	1	Y	Y	Y	Y	Y	Y	Y	Y	Y
Levinsky	Steven	4	Y	-	Y	Y	Y	Y	Y	Y	Y
Linehan	Michael F.	6	Y	Y	Y	Y	Y	Y	Y	Y	-
Listia	Tony	6	Y	Y	-	Y	Y	Y	-	-	Y
Luke	Andrew W.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Magee	James	8	-	-	-	-	-	-	-	-	Y
Magee	Tricia RY	1	Y	-	-	-	-	-	-	-	-
Magee IV	John J.	1	Y	Y	Y	-	Y	-	Y	Y	Y
Maguire	Hugh T.	2	Y	Y	Y	Y	-	Y	Y	Y	Y
Mangano	Robert P.	7	Y	Y	Y	Y	Y	Y	Y	Y	Y
Marini	Anthony A.	7	Y	Y	Y	Y	Y	Y	-	-	Y
Mathews	Joan R.	3	-	Y	Y	Y	Y	Y	-	-	Y
Mawn	Kathleen	1	-	-	appointed 5/7/13		Y	-	-	-	-

2013 TOWN MEETING MEMBER ATTENDANCE

Last	First	PRECINCT	4/23/13	4/25/13	5/2/13	5/7/13	5/9/13	5/14/13	10/15/13	10/17/2013	10/22/2013
McKenzie	Donna M.	3	Y	Y	Y	Y	Y	Y	Y	Y	Y
McNally	Lorraine C.	7	Y	Y	Y	-	-	Y	Y	Y	Y
Melchiorri	Stephen R.	10	Y	-	Y	-	-	-	-	-	-
Merkowitz	Harriet S.	5	-	Y	Y	Y	-	-	Y	Y	Y
Meyer	Andrew J.	3	Y	-	Y	Y	-	-	Y	Y	Y
Miller	Ronald J.	9	Y	Y	Y	Y	-	-	Y	Y	Y
Miller	Theresa M.	9	Y	Y	Y	Y	Y	-	Y	Y	Y
Montross	Richard T.	2	Y	Y	Y	Y	Y	Y	Y	Y	Y
Mooradian	John M.	1	-	-	-	-	-	-	-	-	-
Moore	Bradford A.	8	-	Y	-	Y	Y	-	-	-	-
Munnich	Julian J.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Nichols	Janet M.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Nottenson	Nancy B.	4	Y	-	Y	Y	Y	Y	Y	Y	Y
Nottenson	Peter A.	4	Y	-	-	Y	Y	Y	Y	Y	Y
O'Brien	Garry M.	8	Y	-	Y	Y	-	Y	Y	Y	Y
Ordway	Ronald V.	4	-	Y	Y	Y	Y	Y	Y	Y	-
Ordway Jr	Albert L.	4	-	Y	Y	Y	-	-	-	-	-
Ostroff	Jeanne Williamson	6	Y	Y	Y	Y	Y	Y	Y	Y	Y
Ostroff	Joshua	6	Y	Y	Y	Y	Y	Y	Y	Y	Y
Oxman	Lois B.	1	Y	Y	Y	-	-	Y	Y	Y	-
Parsons	Janice L.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y
Philben	Richard	8	Y	Y	Y	Y	-	Y	Y	Y	Y
Pierce	Jerry L.	10	Y	Y	-	Y	Y	Y	Y	Y	Y
Potts Sr.	George W.	9	Y	-	-	Y	-	Y	Y	Y	-
Price	Michael J.	4	-	-	-	-	-	-	-	-	Y
Rich	Beverly G.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Richards III	George L.	10	Y	-	Y	-	Y	-	-	-	Y
Robb	Stephen Edwin	2	-	Y	-	-	-	-	Y	Y	Y
Rodino	Ross J.	3	Y	Y	-	Y	-	-	-	-	-
Rosenman	Alan L.	10	Y	Y	Y	Y	-	-	Y	Y	Y
Ross	Craig S.	4	-	-	-	-	-	-	-	-	-
Ryan	Christine M.	9	Y	Y	-	Y	Y	-	-	-	-
Salamoff	Edward M.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Salamoff	Susan G.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Salis	S. Christopher	7	Y	Y	Y	Y	Y	Y	Y	-	-
Salvi Jr.	Walter E.	2	Y	-	-	Y	Y	Y	Y	Y	-

2013 TOWN MEETING MEMBER ATTENDANCE

Last	First	PREINCT	4/23/13	4/25/13	5/2/13	5/7/13	5/9/13	5/14/13	10/15/13	10/17/2013	10/22/2013
Sanford	Paul M.	5	-	-	-	-	-	-	-	-	-
Schoenig	William	3	Y	Y	Y	Y	Y	Y	Y	Y	Y
Seiche	Heather S.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y
Seymour	Barbara	8	Y	Y	Y	Y	Y	Y	-	-	Y
Shea	Susan A.	10	-	-	Y	Y	Y	Y	-	-	Y
Shealer	Valerie I.	3	Y	-	-	-	-	-	-	-	-
Sidney	Richard	8	-	-	Y	-	Y	Y	-	-	Y
Siegel	Matthew D.	5	Y	-	-	-	Y	Y	Y	Y	-
Snow	Bruce A.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Spiegel	Scott B.	2	Y	-	Y	-	Y	Y	Y	Y	Y
Stephen	Richard	6	Y	Y	Y	-	Y	Y	Y	Y	Y
Stevens	Aaron Zvee	8	Y	Y	-	-	Y	-	-	Y	Y
Strout	Stephen M.	2	Y	Y	-	Y	Y	Y	Y	Y	Y
Sugrue	Michael J.	5	Y	Y	Y	Y	-	Y	-	-	Y
Sullivan	Richard T.	7	Y	-	-	Y	-	Y	-	Y	Y
Swartz	Charlotte	5	Y	-	Y	Y	Y	-	-	Y	Y
Tutunoy	Gregory W.	9	Y	Y	-	-	-	Y	-	-	-
Vabulas	Diane V.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y
Varnum	James T.	1	Y	Y	Y	-	-	Y	-	-	Y
Volpe	Frank J.	1	-	Y	Y	Y	-	Y	Y	Y	Y
Wheeler	Bancroft R.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y
Whitney	Bruce D.	3	Y	Y	Y	Y	-	Y	Y	Y	Y
Wollschlaeger	Linda	7	Y	Y	-	Y	-	Y	Y	Y	Y
Yaker	Alison B.	8	Y	Y	-	-	-	Y	-	-	Y
Yang	Kenneth E.	5	Y	Y	-	Y	Y	Y	Y	Y	Y
Young	Patrick A.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y
Zucker	Richard A.	2	-	-	Y	-	-	Y	Y	Y	Y
Zucker	Susan Mande	2	-	-	Y	-	Y	Y	Y	Y	Y

**WARRANT
SPRING ANNUAL TOWN MEETING
TOWN OF NATICK
APRIL 23, 2013**

THE COMMONWEALTH OF THE MASSACHUSETTS

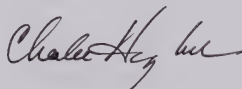
The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on **Tuesday Evening April 23, 2012 at 7:30 PM**, then and there to act on the articles listed below:

- | | |
|------------|--|
| Article 1 | Fiscal 2013 Omnibus Budget Article |
| Article 2 | Stabilization Fund |
| Article 3 | Capital Stabilization Fund |
| Article 4 | Operational/Rainy Day Stabilization Fund |
| Article 5 | Other Post-Employment Benefits (OPEB) Fund |
| Article 6 | Collective Bargaining |
| Article 7 | Personnel Board Pay Plan |
| Article 8 | Elected Officials Salary |
| Article 9 | Morse Institute Library |
| Article 10 | Bacon Free Library |
| Article 11 | Home Rule Petition to Establish Non-Civil Service Deputy Police Chief Position |
| Article 12 | Fiscal 2014 Omnibus Budget Article |
| Article 13 | Capital Equipment |
| Article 14 | Capital Improvement |
| Article 15 | School Bus Transportation Subsidy |
| Article 16 | Feasibility Study of the Kennedy Middle School |
| Article 17 | Appropriation for Natick Center Cultural District |
| Article 18 | Unpaid Bills |
| Article 19 | Amend By-laws Article 24: Personnel Board |
| Article 20 | Rescind Authorized, Unused Debt |
| Article 21 | Rescind Authorized Water & Sewer Enterprise Capital Projects |
| Article 22 | Appropriation of Mitigation Funds – Chrysler Road |
| Article 23 | Appropriation of Mitigation Funds – MathWorks |
| Article 24 | Board of Assessors: Increase Personal Property Exemptions |
| Article 25 | Establish a Fee for Food Trucks |
| Article 26 | Re-authorization of Revolving Funds |
| Article 27 | Adoption of Statute: Veterans Tax Work-Off Program |
| Article 28 | Amend Natick By-Laws: Article 41, Section 4: Veterans Tax Work-Off
Participants |
| Article 29 | Revoke Adoption of Strong Chief Status for Position of Fire Chief |
| Article 30 | Acceptance of Statute for Operation of Fire Department |
| Article 31 | Authorize Board of Selectmen to Accept, Obtain, Abandon, Relocate Utility
Easements |
| Article 32 | Acceptance of New Utility Easement and Abandonment of Old One for Property
on Strathmore Road |
| Article 33 | Long-Term Lease & Management Contract: Natick Community Organic Farm |

Article 34	Home Rule Petition: Alcohol License for The Center for Arts in Natick
Article 35	Organization of Natick by-laws
Article 36	Typographical Changes to the Natick Charter
Article 37	Reorganization of Zoning By-Laws
Article 38	Amend General By-Laws: Medical Marijuana Moratorium
Article 39	Amend Zoning By-Laws: Medical Marijuana Moratorium
Article 40	Amend By-Laws: Civil Fingerprinting
Article 41	Street Acceptance: Main Street
Article 42	Rescind Fees for Senior Citizens to use Fitness Room at Community-Senior Center
Article 43	Committee Article

An attested copy may be viewed at the following locations: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Center, Boden Lane; Precinct 3: Kennedy Middle School, 1 Philip J. Lucier Drive; Precinct 4: TCAN, 14 Summer Street; Precinct 5: Wilson Middle School, 24 Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, 41 Bacon Street; Precinct 8: Natick Senior High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street and Precinct 10: Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town web site www.natickma.gov.



Charles M.. Hughes, Clerk

2013 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 23, 2013
First Session

The First Session of the 2013 Spring Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2013 Spring Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members and the hall remained standing for the Pledge of Allegiance. Father O'Leary from St. Patrick's Church, Natick, gave an invocation followed by a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration of Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are

stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and **Town Meeting Time**. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. By rule, indefinite postponement shall be considered a negative main motion and may be entered by the Moderator whenever any main motion or subsidiary motion is in order. This shall not change the order of precedence of motions as specified in Article 3, Section 6 of our By-Laws or any other practice regarding indefinite postponement as specified in our Charter, the Natick By-Laws or **Town Meeting Time**. Without objection, the preceding statements were accepted as rules of 2013 Spring Annual Town Meeting.

At that time the Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Ostroff, seconded by Mr. Glater to waive reading the text of all 2013 Spring Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously.***

The Town Clerk made several public announcements.

Mr. Brown rose to offer a resolution to Town Meeting. The following resolution was moved by Mr. Brown and seconded by Mr. Pierce.

In Appreciation of Service
Forty-Five Years
Natick Representative Town Meeting
Mary A. Brown

Whereas, MARY A BROWN has made the Town of Natick home for her and her family for the past six decades; and

Whereas, Mary and her late husband, James (Eddie) Brown, Sr., brought three sons into this world and to this wonderful town. Two of them, James Jr. and Wayne, attended the Natick Public School System from kindergarten through high school graduation. Little Ronnie, who was taken from this earthly world all too soon, is Mary's Special Guardian Angel; and

Whereas, Mary has been an elected member of Natick's Representative Town Meeting continuously for forty-five years since 1968 having attended nearly three hundred and fifty

Town Meeting Sessions, and as such, continues to be the senior active member of this body; and

Whereas, Mary was a loyal and dedicated employee of the Natick Police Department for over forty years serving in various capacities such as Matron and Traffic Guard; and

Whereas, Mary was a Natick businesswoman who owned and operated her own Real Estate Company; and

Whereas, Mary, a woman of strong religious convictions, served as the multi-year chairman for the Annual St. Patrick's Day Celebration sponsored by the Saint Patrick Parish of Natick, and opened her home to care for infants until various church organizations could find permanent homes for them; and

Whereas, Mary has participated in and was a member of various civic organizations, serving as the Venerable of the Natick Sons of Italy, President of the Ladies Auxiliary of the Natick Veterans of Foreign Wars, organizer and fund raiser of various events for the Rotary Club, The Natick Elks and others; and

Whereas, Mary has served on many Natick town committees including the Shade Trees for Recreation Areas Committee, the Sidewalk Study Committee for which she served as chairman, Youth and Human Resources Committee, the Fourth of July Committee, the Natick Democratic Town Committee, the Town Charter and By-Law Review Committee and the Excess Real Estate Disposal Committee; and

Whereas, Mary sacrificed her own health to assist and care for her ill sister at her home so that she could remain with family in familiar surroundings; and

Whereas, the Town of Natick has benefitted and will continue to benefit by the leadership and sacrifices Mary has made for Natick, the town and home that she so dearly loves.

Whereby, be it Resolved: that I, James E. Brown, Jr., her oldest son and a member of this Representative Town Meeting, hereby respectfully request that fellow members congratulate and acknowledge Mary for her **FORTY-FIVE CONSECUTIVE YEARS** as an elected member of the Natick Representative Town Meeting, and to thank her for decades of dedication, commitment and love for the Town of Natick making it a better community for all. Mary is a true champion in the Home of Champions.

And, be it further Resolved: that Natick's Representative Town Meeting respectfully request that the Clerk of the Town of Natick present this **RESOLUTION** to **MARY A BROWN** with heartfelt thanks and appreciation, and that it be placed into the record of the 2013 Annual Representative Town Meeting and into the Natick Annual 2014 Town Report.

Moved by Mr. Brown, seconded by Mr. Levinsky to waive the reading of the motion. *The motion to waive the reading of the motion passed unanimously.* Moved by Mr. Brown,

seconded by Ms. Coughlin to enter the resolution into the record. ***The motion to enter the resolution into the record passed unanimously.***

Mr. Brown spoke to the motion. Ms. Gloff rose to deliver a proclamation to Mary Brown on behalf of Representative David Linsky. The proclamation was from the Massachusetts House of Representatives honoring Mary Brown for her 45 years of dedicated service to the town of Natick. Senator Richard Ross spoke and presented a proclamation to Mary Brown on behalf of the Massachusetts Senate. Ms. Packer, presented Ms. Brown with the resolution from the Town.

Ms. Gloff rose to offer a resolution on behalf of the Board of Selectmen honoring John Ciccariello.

Whereas John Ciccariello is a volunteer who has been a leader in transforming the community, and with his wife Diane has raised their sons in Natick, and

Whereas John has served in many capacities, including the Municipal Complex Building Committee; the Planning Board; the Board of Selectmen; the Building Committees for the Wilson Middle School, Community-Senior Center and Natick High School; Eliot School Committee; the Financial Planning Committee; and the Finance Committee since 2010, and

Whereas John is committed to giving and volunteerism, and appreciates Natick's diversity of perspectives and backgrounds, and our ability to come together behind a common purpose and to rise to every challenge, and

Whereas the 2012 openings of the new Natick High School and Community-Senior Center embody John's civic spirit and vision, and

Whereas the 2012 Natick Annual Town Report is dedicated to John Ciccariello for his outstanding service to the community,

Now Therefore the Natick Board of Selectmen joins with Town Meeting and congratulates John Ciccariello on this well-deserved recognition, and we salute John for his service to the community.

Moved by Ms. Gloff, seconded by Mr. Ostroff to enter the resolution into the record of the Town Meeting. Mr. Ciccariello accepted the resolution and addressed Town Meeting. Mr. Munnich moved, seconded by Mr. Ostroff to waive the reading of the motion. ***The motion to waive the reading of the motion passed unanimously. The motion to enter the resolution into the record also passed unanimously.***

Mr. Everett moved, seconded by Mr. Freedman to postpone consideration of Articles 2, 3, 4 and 9, 10 and 12 until Tuesday, May 7, 2013 and that these articles shall be the first order of

business at that time. Ms. White spoke to this motion. *The motion to postpone Articles 2, 3, 4, 9, 10, and 12 until Tuesday, May 7th passed unanimously.*

Mr. Levinsky moved, second by Mr. Jennett to postpone consideration of Article 17 until Thursday, May 9th and that it shall be the first order of business at that time. *The motion to postpone consideration of Article 17 until May 9th passed unanimously.*

Mr. Meyer moved, seconded by Mr. Hughes postponement of Articles 37, 38 and 39 until Thursday, May 2, 2013 and that those articles should be the first order of business at that time and shall be taken up in that order.

Mr. Glaser raised a point of order in respect to Article 37 and whether it was appropriately heard and posted. Mr. Glaser's point of order is as follows:

- A. In reviewing the documentation, the Warrant Article indicates that the document entitled "Zoning By-Law" was on file in the office of the Town Clerk as well as the Planning Board as of the close of the Warrant Article on February 22, 2013.

On or about April 22, 2013, Mr. Glaser requested the records from the Town Clerk and the town Clerk's records show that the document entitled "Zoning By-law" was not filed until April 17, 2013.

- B. In addition, the Legal Notices regarding the Natick Planning Board Hearing on said Article of March 4, 2013 and March 11, 2013 do not properly Notice the required Public Hearing.

Procedures for adoption of Zoning Ordinances under M.G.L. c. 40A, §5 indicates that zoning ordinances or bylaws may be adopted if done "only in the manner hereinafter provided."

M.G.L. c. 40A, §5 as to Zoning Bylaw procedures requires Notice in part to provide for "the place where texts and maps thereof may be inspected."

The Planning Board Notices of March 4, 2013 and March 11, 2013 do not comply with the requirements of M.G.L. c. 40A, §5 in that they fail to indicate such place of inspection.

- C. The Handbook of Parliamentary Law which governs this body, namely *Town Meeting Time*, indicates that under §25, paragraph 4:

"The one instance where the moderator may rule the motion out of order occurs when the moderator is aware that mandatory conditions precedent have not been met. For example, M.G.L. c.40A, Section 5 requires that the Planning Board conduct public hearings prior to town meeting consideration of zoning articles. If the required hearings have not been held, the moderator should rule that as a procedural matter, the motion in question is not properly before the meeting and no vote should be taken."

Request is made that pursuant to this Point of Order that the Moderator rule as a procedural matter that the Article and Motion is not properly before the Meeting and no vote shall be taken

thereon. The Moderator declared that he will confer with Town Counsel and make a ruling at a subsequent meeting. *The motion to postpone consideration of Articles 37, 38 and 39 until May 2nd prevailed.*

ARTICLE 1: Fiscal 2013 Omnibus Budget Article (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2013 (July 1, 2012 through June 30, 2013) and to provide for a reserve fund for Fiscal Year 2013, and to see what budgets for Fiscal 2013 will be reduced to offset said additional appropriations, or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 1, Motion A and Motion B.

MOTION: (majority vote required)

MOTION A: Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to reduce the following appropriations voted at the Spring Annual Town Meeting under Article 14 as follows:

Article 14, Motion A Keefe Tech Expenses (Assessment)	(\$10,706)
Article 14, Motion E Selectmen Contract Settlements	(\$6,913)
Article 14, Motion E Finance Salaries	(\$40,000)
Article 14, Motion G Employee Fringe - Other Personnel Services	(\$2,494)

Ms. White spoke to this Article. *Motion A under Article 1 passed unanimously.*

MOTION B: Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to appropriate the sum of \$60,113 as an amendment to the following appropriations voted at the Spring Annual Town Meeting under Article 14 as follows:

Article 14, Motion B Police Salaries	\$6,913
Article 14, Motion E Selectmen Expenses	\$4,000
Article 14, Motion E Finance Expenses	\$40,000
Article 14, Motion G Non-Contributory Retirement	\$9,200

And that to meet this appropriation, the sum of \$60,113 be raised from the Tax Levy.

Motion B under Article 1 passed unanimously.

ARTICLE 5: Other Post-Employment Benefits (OPEB) Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8 pursuant to the provisions of Chapter 32B, Section 20 of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 10-2-0 on March 14, 2013, the Finance Committee recommends Favorable Action with regard to the subject of Article 5.

MOTION: (majority vote required)

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to appropriate from Free Cash the sum of \$224,217 to the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8 pursuant to the provisions of Chapter 32B, Section 20 of the General Laws, as amended.

Ms. White spoke to this Article. *The main motion under Article 5 passed by majority vote.*

ARTICLE 6: Collective Bargaining (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) New England Police Benevolent Association, AFL-CIO, Local 182
- b) Local 1707 International Association of Firefighters
- c) The Deputy Fire Chiefs Association Or

otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 6.

MOTION: (requires majority vote)

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to appropriate the sum of \$41,132 to implement the Fiscal Year 2013 terms of the agreement reached between the Town of Natick and the New England Police Benevolent Association Local 82, IUPA, said funds to be added to the Fiscal Year 2013 Salaries line item within the Police Department budget approved by vote of the 2012 Spring Annual Town Meeting under Article 14, Motion B; said sum of \$41,132 to be transferred from the Selectmen Contract Settlements line as approved by vote of the 2012 Fall Annual Town Meeting under Article 1, Motion B.

Ms. White spoke to this article. *The main motion under Article 6 passed by majority vote.*

ARTICLE 7: Personnel Board Pay Plan (Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established and will provide the money necessary therefore, or otherwise act thereon.

RECOMMENDATION: By a vote of 9-1-1 on March 21, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 7.

MOTION: (majority vote required)

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to amend the By-Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan is as follows:

Full-Time Positions

**Town of Natick
Classification and Pay Plan
Fiscal Year 2014
Effective July 1, 2013**

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 100,000.00	\$ 115,000.00	\$ 128,000.00	\$ 145,000.00
5	\$ 85,000.00	\$ 98,333.33	\$ 111,666.67	\$ 125,000.00
4	\$ 70,000.00	\$ 81,666.67	\$ 93,333.33	\$ 105,000.00
3	\$ 55,000.00	\$ 63,333.33	\$ 71,666.67	\$ 80,000.00
2	\$ 47,000.00	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
1	\$ 37,500.00	\$ 44,166.67	\$ 50,833.33	\$ 57,500.00

GRADE 6

Chief of Police
Fire Chief
Deputy Town Adm./Dir. Of Finance

GRADE 5

Deputy Chief of Police
Director of Community Development
Director of Public Works
Director of Community Services
Director of Facilities Management
Comptroller
Director of Information Technology

GRADE 4

Building Commissioner
Director of Assessing
Treasurer/Collector
Director of Council on Aging & Human Services
Director Morse Library
Director Personnel
Director Public Health
Environmental Compliance Officer
Director of Recreation & Parks
Staff Accountant

GRADE 3

Assistant Director of Council on Aging
Information Officer
Economic Developer Planner
Assistant Assessor (certified)
Assistant Comptroller
Assistant Library Director Morse Library
Assistant Treasurer/Collector
Benefits Manager
Director Bacon Free Library
Environmental Health Agent
Golf Course Manager
Housing/General Planner

GRADE 3 Continued

Information System Network Administrator
Information Systems Data Base Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Procurement Manager
Public Health Nurse
Senior Environmental Health Specialist
Veterans Agent
Assistant Director Recreation & Parks
Director, Recreation Programs/Special Events
Farm Director
Facility Maintenance Manager
Facility Custodial Manager

GRADE 2

Personnel Coordinator
Payroll Manager
Assistant Assessor (non-certified)
Clinical Social Worker
Assistant Director Bacon Free Library
Assistant Farm Director
Executive Assistant
Office Administrator Farm
Sanitarian
Social Worker
Senior Executive Assistant
Data Analyst
Facilities Management Data Analyst
Special Assistant to Director of Finance
Special Assistant to Director of Facility Maintenance
Golf Course Superintendent

GRADE 1

Animal Control Officer
Golf Professional
Outreach Coordinator
Student Officers
Golf Course Assistant Superintendent

Revised 3/13/13

Part-Time Positions

Town of Natick
Classification and Pay Plan
Fiscal Year 2014
Effective July 1, 2013

Hourly Wage Scale:		STEPS						
Descriptions / Positions	Grade/Code	Start	1	2	3	4	5	Maximum
Laborer I, Town Meeting Page, Custodian	H1	\$8.40	\$8.80	\$9.21	\$9.67	\$10.09	\$10.48	\$10.81
Census Taker	H2	\$9.21	\$9.67	\$10.09	\$10.48	\$10.90	\$11.34	\$11.65
Clerical Assistant, Laborer II	H3	\$10.09	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$14.69
Deputy Animal Control Officer, Clerk, Instructor,	H4	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$15.08	\$15.53
Admin Support (Grants), Recycling Attendant, Nurse, Volunteer	H5	\$12.61	\$13.41	\$14.25	\$15.08	\$15.93	\$16.78	\$17.28
Coordinator I, Laborer III, Program Assistant	H6	\$18.45	\$19.00	\$19.55	\$20.14			
Police Matron	H6	\$18.45	\$19.00	\$19.55	\$20.14			
Bus Coordinator, Volunteer Coordinator II, Meter Enforcement	H7	\$17.60	\$18.13	\$18.67	\$19.22	\$19.82	\$20.40	\$21.01
Operator, Plumbing and Wiring Inspector	H8	\$12.61	\$13.41	\$14.25	\$15.09	\$15.62	\$16.78	\$17.28
Bus Driver	H9	\$12.61	\$13.41	\$14.25	\$15.09	\$15.93	\$16.78	\$16.94
Bus Dispatcher	H10	\$20.72	\$21.35	\$21.99	\$22.63	\$23.27	\$24.01	
Social Worker	H11	\$19.44	\$20.02	\$20.61	\$21.23	\$21.89		
Police Transcriber	H12	\$29.00	\$30.00	\$31.00	\$32.00			
Building Inspector	H12	\$29.00	\$30.00	\$31.00	\$32.00			

Library Personnel:		STEPS						
Descriptions / Positions		Start	1	2	3	4	5	Maximum
Library Page (Morse)	L1	\$8.40	\$8.67	\$8.92	\$9.19	\$9.47	\$9.75	\$10.05
Library Clerk (Bacon)	L2	\$11.55	\$11.89	\$12.24	\$12.62	\$13.01	\$13.38	\$13.79
Library Assistant (Bacon)	L3	\$14.97	\$15.41	\$15.87	\$16.36	\$16.84	\$17.35	\$17.88

Recreation Revolving:

Hourly Wage Scale:		STEPS						
Descriptions / Positions		Start	1	2	3	4	5	Maximum
Attendant, Assistant Leader, Junior Counselor, Assistant	R1	\$8.46	\$8.86	\$9.23	\$9.60	\$9.99	\$10.36	\$10.70
Instructor								
Leader, Instructor, Part-time laborer I, Senior Counselor, Building	R2	\$9.23	\$9.60	\$9.99	\$10.36	\$10.73	\$11.10	\$11.47
Monitor I								
Senior Counselor (certified)	R2A	\$9.85	\$10.24	\$10.65	\$11.08	\$11.52	\$11.98	\$12.46
Lifeguard, Program Instructor, Specialist, Laborer II, Concession	R3	\$10.67	\$11.28	\$11.92	\$12.55	\$13.19	\$13.80	\$14.45
Manager, Assistant Swim Coach								
Assistant Director, Head Lifeguard, Swim Coach, Water Safety	R4	\$12.55	\$13.19	\$13.80	\$14.45	\$15.07	\$15.70	\$16.31
Instructor, Director Medium Sized Programs, Building Monitor II								
Manager, Supervisor Major Programs	R5	\$15.07	\$15.70	\$16.31	\$16.96	\$17.57	\$18.19	\$18.82
Beach Manager	R8	\$18.00	\$19.00	\$20.00				
Camp Woodtrail Director, Certified Camp Nurse	R9	\$20.00	\$21.00	\$22.00				
Nurse	R12	\$29.00	\$30.00	\$31.00				

Golf Course		STEPS						
Descriptions / Positions		Start	1	2	3	4	5	Maximum
Golf Cart Attendant	GC1	\$8.00	\$8.25	\$8.50				
Ranger/Starter	GC2	\$9.00	\$9.50	\$10.00				
Club House Attendant	GC3	\$10.00	\$10.50	\$11.00				
Club House Supervisor, Equipment Operator	GC4	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00		
Golf Course Mechanic, Equipment Manager	GC5	\$14.00	\$15.00	\$16.00	\$17.00	\$18.00		

Session Wage Schedule:		Start	Maximum
Descriptions / Positions			
Timer/Scorer	S2	\$10.82	\$11.16
Parking Clerk	S2	\$10.82	\$11.16
Farm Instructor	S4	\$13.91	\$14.33
Adult Contractor, Yoga Instructor	S9	\$27.83	\$30.35
Certified Sports Official	S12	\$37.10	\$38.22

Election Workers: (Daily Rates)		Start	Maximum	Half-Day
Descriptions / Positions				
Warden	E1	\$150.00	\$185.00	\$92.50
Clerk	E2	\$135.00	\$160.00	\$80.00
Poll Worker	E3	\$125.00	\$140.00	\$70.00

Clinic Nurse:		Start	
Descriptions / Positions			
Nurse	N1	\$24.83	

Annual Wage Schedule: (Annual Rates)		Start	Maximum
Descriptions / Positions			
Inspector of Animals	A2	\$3,377.51	
Registrar of Voters	A1	\$579.60	\$615.08

School Crossing Guards:		Start	Maximum
Descriptions / Positions			
M1 Monthly School Year	M1	\$717.97	\$738.08
M3 Monthly School Year (2 Posts)	M3		\$1,103.76
M2 Daily School Year	M2	\$39.87	\$41.00

Mr. Levinsky, Chair of the Personnel Board spoke to this article. *The main motion under Article 7 passed by majority vote.*

ARTICLE 8: Elected Officials Salary (Town Administrator)

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2014 (July 1, 2013 through June 30, 2014) as provided by Section 108 of Chapter 41 of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 10-1-0 on March 21, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 8, and that the Town Clerk's annual salary for Fiscal Year 2014 be set at \$76,000.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2013 through June 30, 2014 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws:

Town Clerk.....\$76,000

Ms. White spoke to this article. *The main motion under Article 8 passed by majority vote.*

ARTICLE 11: Home Rule Petition to Establish Non-Civil Service Deputy Police Chief Position (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

**AN ACT EXEMPTING THE POSITION OF DEPUTY CHIEF OF POLICE
IN THE TOWN OF NATICK FROM THE CIVIL SERVICE LAW**

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

- SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, the position of Deputy Chief of Police in the Town of Natick shall be exempt from the provisions of Chapter 31 of the General Laws.
- SECTION 2. The provisions of section 1 shall not impair the civil service status of any person holding the position of Deputy Chief of Police of the Town of Natick on the effective date of this act.
- SECTION 3. This act shall take effect upon its passage.

or otherwise act thereon.

RECOMMENDATION: By a vote of 11-3-0 on April 2, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 11.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

**AN ACT EXEMPTING THE POSITION OF DEPUTY CHIEF OF POLICE
IN THE TOWN OF NATICK FROM THE CIVIL SERVICE LAW**

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

- SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, the position of Deputy Chief of Police in the Town of Natick shall be exempt from the provisions of Chapter 31 of the General Laws.
- SECTION 2. The provisions of section 1 shall not impair the civil service status of any person holding the position of Deputy Chief of Police of the Town of Natick on the effective date of this act.
- SECTION 3. This act shall take effect upon its passage.

Ms. White spoke to this article. Discussion ensued. ***The main motion under Article 11 passed by majority vote.***

ARTICLE 13: Capital Equipment (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 28, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 13 and that the sum of \$1,620,840 be appropriated as specified in the motions.

Motion A: (requires a two-thirds vote) Moved by Mr. Everett seconded by Mr. Freedman

Article 13 - Capital Equipment - 2013 Spring Annual Town Meeting

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$630,840 to be expended under the direction of the Natick Public Schools for the purpose of replacing a delivery van (NSD-86), under the direction of the Police Department for the purpose of replacing two (2) police cruisers and cruiser laptop computers, under the direction of the Fire Department for the purpose of replacing a turnout gear/firefighter protective clothing and defibrillators/autopulse CPR machines, under the direction of the Department of Public Works for the purpose of replacing a fuel management system, a truck (M-4), utility trailers, a dump truck with plow (H-41), purchasing recycling dumpsters, replacing a stump grinder (LF-12) and purchasing synthetic maintenance equipment, and under the direction of the Facilities Management Department for the purpose of replacing rooftop exhaust fans and installing a power flame burner at the Bennett-Hemenway School and purchasing monitoring devices for school freezer and coolers, individually shown as items 1, 2, 3, 4, 5, 6, 7, 8, 12, 13, 14, 15, 16, 17 and 18 in Table A below, and that to meet this appropriation the sum of \$630,840 be raised from the Capital Stabilization Fund.

Article 13, Motion A, Table 13 - Capital Equipment - 2013 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Schools	Replace NSD-86 (Delivery Van)	Capital Stab. Fund	\$ 26,000
2	Police	Replace Police Cruisers	Capital Stab. Fund	\$ 75,560
3	Police	Replace Crusier Laptops	Capital Stab. Fund	\$ 10,000
4	Fire	Replace Turn Out Gear / Firefighter Protective	Capital Stab. Fund	\$ 60,000
5	Fire	Defibrillators/Autopulse CPR	Capital Stab. Fund	\$ 96,000
6	Public Works	Fuel Management System	Capital Stab. Fund	\$ 80,000
7	Public Works	Replace M-4 (Truck)	Capital Stab. Fund	\$ 52,000
8	Public Works	Replace Utility Trailers	Capital Stab. Fund	\$ 10,000
12	Public Works	Replace H-41 (Dump Truck w/Plow)	Capital Stab. Fund	\$ 65,000
13	Public Works	Recycling Dumpsters	Capital Stab. Fund	\$ 32,000
14	Public Works	Replace LF-12 (Stump Grinder)	Capital Stab. Fund	\$ 35,000
15	Public Works	Synthetic Maintenance Equipment	Capital Stab. Fund	\$ 13,000
16	Facilities	Ben-Hem - Replace Rooftop Exhaust Fans	Capital Stab. Fund	\$ 45,000
17	Facilities	Ben-Hem - Power Flame Burner	Capital Stab. Fund	\$ 19,280
18	Facilities	School Freezers and Cooler Monitoring	Capital Stab. Fund	\$ 12,000

Appropriation under Article 13: MOTION A \$ 630,840

At this time Ms. White provided an overview of all of the capital requests. She informed Town Meeting Members that all of the Department Heads were present to answer any questions. Discussion on the article ensued.

Moved by Mr. Snow, seconded by Ms. Foss, to amend the Motion A by deleting the words "and installing a power flame burner at the Bennett-Hemenway School" from the eighth line of the motion. This would delete item #17, "Ben-Hem power Flame Burner" and reduce the appropriation by \$19,280. **The amendment to the main motion failed.**

Mr. Hughes moved, seconded by Mr. Coffey to move the question and end debate on this motion. **The motion to move the question and end debate on Motion A passed by a two-thirds vote. Motion A under Article 13 passed by a two-thirds vote.**

Dr. Salamoff moved, seconded by Mr. Hughes to adjourn. *The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:24 PM until Thursday, April 25th at 7:30 PM.*

A record of the First Session of
2013 Spring Annual Town Meeting
April 23, 2013

Diane Packer, Town Clerk

2013 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 25, 2013
Second Session

The Second Session of the 2013 Spring Annual Town Meeting was called to order at 7:35 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2013 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to any Town Meeting Members who had not previously been sworn in. The members stood for the Pledge of Allegiance and remained standing for a moment of silence in recognition of the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

Mr. Foss announced that he will not make a final ruling on the point of order regarding Article 37 until the article is heard. He also asked Town Meeting members to make sure that they picked up the memorandum, which is available at the Check-in desk in the lobby, regarding the articles 2, 3, 4, 9, 10 and 12 which were postponed until May 7th.

Town Meeting will begin by hearing Motion B in Article 13.

Moved B was moved by Mr. Everett, seconded by Mr. Freedman.

Article 13 - Capital Equipment - 2013 Spring Annual Town Meeting

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$990,000 to be expended under the direction of the Department of Public Works for the purpose of purchasing recycling toters, replacing a hooklift and chassis (H-51), and replacing a dump truck/sander/plow (H-48), individually shown as items 9, 10 and 11, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$990,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$990,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 13, Motion B, Table B - Capital Equipment - 2013 Spring Annual Town Meeting

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
9	Public Works	Recycling Toters	Tax Levy Borrowing \$	570,000
10	Public Works	Replace H-51 (Hooklift/Chassis)	Tax Levy Borrowing \$	230,000
11	Public Works	Replace H-48 (Dump Truck/Sander/Plow)	Tax Levy Borrowing \$	190,000
Appropriation under Article 13: MOTION B				\$ 990,000

Motion B under Article 13 passed by two-thirds vote.

ARTICLE 14: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 28, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 14 and that the sum of \$4,912,750 be appropriated as specified in the motions.

Motion A moved by Mr. Everett seconded by Mr. Freedman.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$295,000 to be expended under the direction of the Department of Public Works for the purpose of renovating fields and under the direction of the Facilities Management Department for replacing rooftop HVAC units and overhead doors at Fire Station #1 and replacing the intercom system and flooring at the Brown School, individually shown as items 5, 11, 12, 13, and 14 in the Table A below, and that to meet this appropriation the sum of \$295,000 be raised from the Capital Stabilization Fund.

Article 14, Motion A, Table A - Capital Improvement - 2013 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
5	Public Works	Field Renovations	Capital Stab. Fund	\$ 65,000
11	Facilities	Fire Station #1 - Replace Rooftop HVAC Units	Capital Stab. Fund	\$ 75,000
12	Facilities	Fire Station #1 - Replace Overhead Doors	Capital Stab. Fund	\$ 75,000
13	Facilities	Brown - Replace School Intercom System	Capital Stab. Fund	\$ 50,000
14	Facilities	Brown - Flooring Replacement	Capital Stab. Fund	\$ 30,000

Appropriation under Article 14: MOTION A **\$ 295,000**

Motion A under Article 14 passed unanimously.

Motion B moved by Mr. Everett seconded by Mr. Freedman.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$2,115,750 to be expended under the direction of the Natick Public Schools for the purpose of enlarging the kindergarten playground at the Bennett-Hemenway School, under the direction of the Police Department for the purpose of reconfiguring the dispatch center, under the direction of the Department of Public Works for the improvement of roadways and reconstruction of the retaining wall at the intersection of Pond & Cemetery streets, under the direction of the Department of Community Services for replacement of fences at Murphy and Coolidge Fields, replacement of lighting at Memorial School and installation of active recreation equipment at J.J. Lane Park, and under the direction of the Facilities Maintenance Department for the purpose of replacing the boilers at the Memorial School and replacing rooftop HVAC units at the Police Station, individually shown as items 1, 2, 3 4, 6, 7, 8, 9 and 10 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,115,750 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$2,115,750 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 14, Motion B, Table B - Capital Improvement - 2013 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Schools	Ben-Hem - Enlarge Kindergarten Playground	Tax Levy Borrowing	\$ 175,000
2	Police	Reconfigure Dispatch Center	Tax Levy Borrowing	\$ 230,000
3	Public Works	Roads (Collector/Arterial)	Tax Levy Borrowing	\$ 300,000
4	Public Works	Retaining Wall - Pond & Cemetery	Tax Levy Borrowing	\$ 455,000
6	Comm. Serv.	Field Fence Work - Murphy & Coolidge	Tax Levy Borrowing	\$ 140,750
7	Comm. Serv.	Memorial School Lighting	Tax Levy Borrowing	\$ 125,000
8	Comm. Serv.	J.J. Lane Park	Tax Levy Borrowing	\$ 110,000
9	Facilities	Memorial - School Boiler Replacement	Tax Levy Borrowing	\$ 400,000
10	Facilities	Police - Replace Rooftop HVAC Units	Tax Levy Borrowing	\$ 180,000

Appropriation under Article 14: MOTION B **\$ 2,115,750**

Motion B under Article 14 passed by a two-thirds vote.

Motion C moved by Mr. Everett, seconded by Mr. Freedman.

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$968,000 to be expended under the direction of the Department of Public Works for the purpose of replacing ground water wells, replacing the Town Forest reservoir roof coating & mixing system, repairing the Prime Park pump station wall, installing energy efficiency upgrades and replacing the control valves and Tonka filters at the Springvale Water Treatment Plant and replacing the sewer line along Chrysler Road, individually shown as items 16, 17, 19, 20, 21 and 22 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$968,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$968,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 14, Motion C, Table C - Capital Improvement - 2013 Spring Annual Town Meeting

16	Water/Sewer	Replace Ground Water Wells	W/S Borrowing	\$	300,000
17	Water/Sewer	Town Forest Reservoir Roof Coating & Mixing System	W/S Borrowing	\$	220,000
19	Water/Sewer	Prime Park Pump Station Wall Repair	W/S Borrowing	\$	150,000
20	Water/Sewer	Energy Efficiency Upgrades - Springvale WTP	W/S Borrowing	\$	150,000
21	Water/Sewer	Replace Control Valves & Tonka Filters - Springvale WTP	W/S Borrowing	\$	100,000
22	Water/Sewer	Sewer Line Replacement - Chrysler Road	W/S Borrowing	\$	48,000
Appropriation under Article 14: MOTION C					\$ 968,000

Motion C under Article 14 passed unanimously.

Motion D moved by Mr. Everett, seconded by Mr. Freedman.

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of \$150,000 to be expended under the direction of the Department of Public Works for the purpose of relining sewer mains, individually shown as item 18 in the Table D below, and that to meet this appropriation the sum of \$150,000 be raised from Water & Sewer Inflow & Infiltration Fund.

Article 14, Motion D, Table D - Capital Improvement - 2013 Spring Annual Town Meeting

18	Water/Sewer	Sewer Main Relining	I & I Fund	\$	150,000
Appropriation under Article 14: MOTION D					\$ 150,000

Motion D under Article 14 passed unanimously.

Motion E moved by Mr. Everett, seconded by Mr. Freedman.

MOTION E: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$1,374,000 to be expended under the direction of the Department of Public Works for the purpose of completing sewer system rehabilitation, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,374,000 under Massachusetts General Laws Chapter 44, Section 8(5), as amended, or any other enabling authority and to issue bonds or notes therefor aggregating not more than \$1,374,000 in principal amount, and that the Board of Selectmen is authorized to accept one or more grants or gifts from the Massachusetts Water Resources Authority or any other public or private funding source for the purposes of this

Motion E under Article 14 passed unanimously.

Motion F moved by Mr. Everett, seconded by Mr. Freedman.

MOTION F: (majority vote required)

Move that the Town vote to appropriate the sum of \$10,000 to be expended under the direction of the Sassamon Trace Golf Course for the purpose of paving Golf Course Paths, individually shown as item 23 in the Table F below, and that to meet this appropriation the sum of \$10,000 be raised from Sassamon Trace Golf Course Retained Earnings.

Article 14, Motion F, Table F - Capital Improvement - 2013 Spring Annual Town Meeting					
23	Sassamon Trace	Paving Golf Course Paths	G/C Retained Earnings	\$	10,000
Appropriation under Article 14: MOTION F				\$	10,000

Motion F under Article 14 passed by majority vote.

ARTICLE 15: School Bus Transportation Subsidy Article (Superintendent of Schools)

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school; or otherwise act thereon.

Moved by Ms. Collins, seconded by Ms. Coughlin that the subject matter of Article 15 be postponed until May 7 after Article 12 is taken up. *The motion to postpone consideration of Article 15 until May 7th after consideration of Article 12 passed by majority vote.*

ARTICLE 16: Feasibility Study of the Kennedy Middle School (Superintendent of Schools)

To see if the Town of Natick will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Committee for a feasibility study of the Kennedy Middle School, 165 Mill Street, Natick, MA, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town.

RECOMMENDATION: By a vote of 13-0-0 on March 19, 2013, the Finance Committee recommends referral to the School Committee and the Natick Public Schools Administration with regard to the subject of Article 16.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the subject matter of Article 16 be referred to the School Committee and the Natick Public Schools Administration.

Mr. Coburn, Chair of the School Committee made a presentation to Town Meeting. *The motion to refer the subject matter of Article 16 to the School Committee and the Natick Public Schools Administration passed by majority vote.*

ARTICLE 18: Unpaid Bills (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends no action with regard to the subject of Article 18.

MOTION: (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 18.

Ms. White announced that there are no unpaid bills, therefore no action is necessary. *The motion to take no action on Article 18 passed by majority vote.*

ARTICLE 19: Amend By-Laws Article 24: Town Employees and Personnel Board (Town Administrator)

To see if the Town will vote to amend the Town of Natick By-Laws Article 24, specifically Sections 7.3.2A, 7.3.3, 7.3.3A and 7.3.4, said Sections pertaining to the accumulation and utilization of sick leave, or otherwise act thereon.

RECOMMENDATION: By a vote of 9-2-0 on March 21, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 19.

MOTION: (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Town of Natick By-Laws Article 24, by deleting Sections 7.3.2, 7.3.2A, 7.3.3, 7.3.3A and 7.3.4 in their entirety, said Sections pertaining to the accumulation and utilization of sick leave, and replacing said sections with the following:

7.3.2 Non-Work-Related Sick Leave

Regular full-time employees will accrue sick leave at the rate of one (1) day per month of employment (not to exceed twelve (12) days in any year). Such sick leave may not be used during the "Probationary Period" (up to one (1) year as established by the Town Administrator). Employees may accumulate unused sick leave to a total of one hundred (100) days. Notwithstanding the terms of Paragraphs 7.3.3B and 7.3.3C below, employees' sick leave accumulation in excess of one hundred (100) days shall be eliminated such that accumulations shall not exceed one hundred (100) days.

The granting of non-work -related sick leave and payment of compensation shall be subject to the following provisions:

- a. An employing Department Head, without prior approval, may grant sick leave with pay to any employee of his/her Department for a maximum of six

- (6) days in any one time.
- b. For any period in excess of three (3) consecutive days or in excess of six (6) days in any calendar year, the employing Department Head or designated representative, after investigation shall submit a report to the Personnel Director, which shall be considered along with written medical evidence submitted by the employee and a determination shall be made by the Personnel Director of the employees rights set forth in paragraph 7.3.2 of this section.
- c. No sick leave benefits shall be granted to seasonal part-time or temporary employees. Regular part-time employees shall be entitled to the amount of sick leave in the same ratio as their part-time employment bears to full-time employment.

7.3.3 Sick Leave Buy Back

7.3.3A Effective July 1, 2013, the previously existing Sick Leave Buy Back Program shall be eliminated. Instead, the Town shall fully fund a long-term disability program for benefit eligible employees.

7.3.3B Employees who, as of July 1, 2013 (1) have accumulated more than one hundred (100) days of sick leave, and (2) have submitted a statement of intent to retire from the Town of Natick prior to July 1, 2018 shall be eligible for the previously existing Sick Leave Buy Back Program.

(a) Said employees hired prior to July 1, 1996 shall accrue sick leave at the rate of one and one quarter (1 1/4) days per month, not to exceed fifteen (15) days per year. At the time of retirement, said employees shall be compensated one (1) day's pay for each three (3) days of accumulated sick leave in excess of one-hundred (100) days.

(b) Said employees hired July 1, 1996 or after shall accrue sick leave at the rate of one (1) day per month, not to exceed twelve (12) days per year. At the time of retirement, said employees shall be compensated one (1) day's pay for each two (2) days of accumulated sick leave in excess of fifty (50) days.

(c) Said employees shall not be eligible for the Town-funded long-term disability program but may participate in said program at his/her sole expense.

7.3.3C Employees who, as of July 1, 2013 have accumulated more than one hundred (100) days of sick leave, but who have NOT submitted a statement of intent to retire from the Town of Natick prior to July 1, 2018, shall be paid for their sick leave accumulated as of July 1, 2013 in accordance with the following paragraphs; said payment shall be made as soon as practicable after July 1, 2013.

(a) Employees hired prior to July 1, 1996 shall be compensated in an amount equal to seventy-five (75) percent of one (1) day's pay for each three (3) days of

accumulated sick leave in excess of one-hundred (100) days.

(b) Employees hired July 1, 1996 or after shall be compensated in an amount equal to seventy-five (75) percent of one (1) day's pay for each two (2) days of accumulated sick leave in excess of fifty (50) days.

(c) Said employees' sick leave balance shall reflect an accumulation of one hundred (100) days after the payments described in paragraphs (a) and (b) above.

(d) Subsequent to the employee being paid in accordance with the terms of paragraphs 7.3.3C (a) or (b) as applicable, said employees' sick leave balance shall reflect an accumulation of one hundred (100) days.

(e) Said employees shall be eligible for the Town-funded long-term disability program.

Ms. White spoke to this article and Town Meeting discussion ensued. Moved by Ms. Collins, seconded by Mr. Linehan to refer the subject matter of Article 19 to the Town Administrator. Mr. Ostroff moved, seconded by Ms. Gloff to lay the article on the table. The Moderator explained that if the article is tabled, when it comes back on the floor, all current motions (referral and positive action) will still be on the floor. ***The motion to table the matter of Article 19 passed by two-thirds vote.***

ARTICLE 20: Rescind Authorized, Unused Debt (Town Administrator)

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects, or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 20.

MOTION: (requires majority vote):

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to rescind the following amount of un-issued debt authorized for the following purposes:

Amount Rescinded	Date of Vote	Purpose
\$750,000	Article 1, February 2, 2010	Community-Senior Center

The main motion under Article 20 passed unanimously.

ARTICLE 21: Rescind Authorized Water & Sewer Enterprise Capital Projects (Town Administrator)

To see if the Town will vote to rescind the authorization for capital projects of the Water & Sewer Enterprise Fund approved under Articles 15 and 16 of the 2012 Spring Annual Town Meeting, or otherwise act thereon.

RECOMMENDATION:

By a vote of 13-0-0 on March 28, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 21.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to rescind the authorization for capital projects of the Water & Sewer Enterprise Fund approved under Articles 15 of the 2012 Spring Annual Town Meeting for the following purposes:

Amount Rescinded	Date of Vote	Purpose
\$180,000	Article 15, April 12, 2012, Motion C, Item #13	Replace W-22 (Dump Truck)
\$135,000	Article 15, April 12, 2012, Motion C, Item #14	Replace W-14 (Backhoe)
\$60,000	Article 15, April 12, 2012, Motion C, Item #15	Springvale Fluoride Upgrades

Mr. Walters Young spoke to this article and it became clear that the intent was to have a minimum balance in the Water and Sewer enterprise fund at the end of FY 13 and completing these projects would not allow that to happen. *The main motion under Article 21 passed by majority vote.*

ARTICLE 22: Appropriation of Mitigation Funds – Chrysler Road (Board of Selectmen)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the Chrysler Road project to fund a northbound turning lane at Route 135 and Speen Street, for bike route design and development, and for improvements to the Prime Parkway Sewerage Pump Station, or take other action relative thereto.

RECOMMENDATION: By a vote of 13-0-0 on March 28, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 22.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum \$516,200 from mitigation funds from the Chrysler Road 40B project to fund the following projects:

Project	Amount
Northbound turning lane from West Central Street onto Speen Street	\$400,000
Bike Route Design and Development	\$25,000
Improvements to the Prime Parkway Sewerage Pump Station	\$91,200

Mr. Reffett spoke to this article. *The main motion under Article 22 passed by majority vote.*

ARTICLE 23: Appropriation of Mitigation Funds – MathWorks (Board of Selectmen)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the MathWorks project to fund various road improvement and affordable housing projects, or take other action relative thereto.

RECOMMENDATION: By a vote of 12-1-0 on March 28, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 23.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum \$1,127,000 from mitigation funds from the MathWorks project to fund the following projects:

Location	Project	Amount
Walnut Street/ Bacon Street	Intersection Safety Improvements & curbing	\$59,000
Route 27/Bacon Street	Upgrade signal + add southbound left turn lane (excluding controller and opticom in 8b) *	\$380,000
Route 27/Bacon Street	Emergency Pre-emption - including upgraded signal controller assembly	\$68,000
Wethersfield Road	Granite Curbing at 6 locations	\$208,000
Park Street	Traffic Calming, 2 dynamic speed signs	\$45,000
Walnut Street neighborhood	Traffic Calming, 3 dynamic speed signs, striping	\$74,000
Bacon Street neighborhood	Traffic Calming, 2 dynamic speed signs, striping	\$53,000
165 North Main Street	Balance of FAR bonus payment – Affordable Housing Redevelopment	\$240,000
Total Requests – 2013 Spring Annual Town Meeting		\$1,127,000

Mr. Reffett spoke to this article. Ms. Gloff moved, seconded by Mr. Hughes to amend the main motion to change the words to Park Street to Park Avenue in the fifth line of the

motion. *The amendment to the main motion passed by majority vote. The main motion under Article 23 passed by majority vote.*

Mr. Freedman moved, seconded by Mr. Everett to take Article 19 off the table. *The motion to take Article 19 off the table passed by majority vote.* Mr. Freedman moved, seconded by Mr. Hughes to postpone the subject matter of Article 19 until Thursday, May 2nd. *The motion to postpone Article 19 until May 2nd passed by majority vote.*

Mr. Hughes moved, seconded by Mr. Haugland to adjourn. *The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:05 PM until Thursday, May 2nd at 7:30 PM.*

A record of the Second Session of
2013 Spring Annual Town Meeting
April 25, 2013

Diane Packer, Town Clerk

2013 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 2, 2013
Third Session

The Third Session of the 2013 Spring Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2013 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. The members stood for the Pledge of Allegiance and remained standing for a moment of silence in recognition of the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Vice Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The moderator announced that the meeting would begin with Articles 37, 38 and 39 and then 19 which had been postponed until this evening.

Mr. Coffey rose to offer the following resolution which was moved by Mr. Coffey and seconded by Mr. Ostroff

Whereas, we have all witnessed the horrific deeds of April 15, 2013:
And

Whereas, we witnessed the heroic actions of numerous First Responders who ran TOWARD the danger on that day and the days that followed:
And

Whereas, the actions of our First Responders often go without notice or recognition on many occasions:
And

Whereas, we are fortunate to know that we are protected by these brave men and women:
Let it be resolved that this Town Meeting of Natick recognizes and thanks the First Responders of Natick and the Commonwealth for the services and protection they provide us.

Mr. Ostroff moved, seconded by Mr. Levinsky to waive the reading of the motion. ***The motion to waive the reading passed unanimously. The resolution passed unanimously.***

At this time the Moderator ruled on Mr. Glaser’s point of order which was raised at the meeting on April 23. The point of order was a procedural matter regarding whether Article 37 was actually before the meeting correctly. The Moderator indicated that the materials regarding Article 37 were not in the Clerk’s office when they should have been, however the postings were done correctly. Mr. Foss would not rule on whether they were correctly written however they were posted correctly. The Moderator worked with Mr. Flynn to determine if there would be a legal risk to the Town if the Article was heard. Mr. Flynn said that “There is a reasonable risk that the present situation that, in the event of a legal challenge, a court would find that the procedural deficiencies with respect to legal notice of the March 20, 2013 public hearing of the Natick Planning Board are not trivial, insubstantial or minor.”

The Moderator ruled that a positive main motion on Article 37 will not be in order because mandatory conditions have not been met prior to Town Meeting taking up the article. The Moderator announced that the only motions that would be allowed on Article 37 at this time would be a motion to refer or to take no action.

ARTICLE 37: Reorganization of Zoning By-Laws (Board of Selectmen)

To see if the Town will vote to amend and recodify the Zoning Bylaw as follows:

1. Delete, in their entireties, the following provisions of the existing Zoning By-Law:
 - Section I: General
 - Section II: Use Districts
 - Section III: Use Regulations
 - Section IV: Intensity Regulations
 - Section V: Special Requirements
 - Section VI: Administration

2. Substitute the following provisions in the document entitled "Zoning By-Law, on file in the office of the Town Clerk and the Planning Board:

- Section 1.0 Purpose and Authority
- Section 2.0 Districts
- Section 3.0 Use Regulations
- Section 4.0 Dimensional Controls
- Section 5.0 Nonconforming Uses and Structures
- Section 6.0 General Regulations
- Section 7.0 Special Regulations
- Section 8.0 Special Residential Regulations
- Section 9.0 Special District Regulations
- Section 10.0 Highway Districts
- Section 11.0 Administration and Procedures
- Section 12.0 Definitions

Or take any other action relative thereto.

Mr. Hughes spoke to this article. He informed Town Meeting that the Zoning By-law Review Committee and the Board of Selectmen each met and voted to refer this article. Mr. Everett, Finance Committee Secretary announced that the Finance Committee met this evening to reconsider Article 37 and voted to refer the matter to the Zoning By-law Review Committee. Moved by Mr. Hughes, seconded by Mr. Munnich to refer the subject matter of Article 37 to the Zoning By-law Review Committee.

Mr. Richards moved, seconded by Ms. Salamoff to amend the referral motion to refer the subject matter of Article 37 to a committee appointed by the Town Moderator of seven (7) members, provided that no more than three (3) members have been members of the Zoning By-Law Review Committee as presently existing, and Said Committee appointed by the Town Moderator shall have reasonable access to Town Counsel, Staff of Community Development and Town Consultants and experts and Said Committee shall report back to Town Meeting at or prior to the last day of the Fall Town Meeting of 2013 or as determined by the Members.

Mr. Richards disclosed that he is an attorney in town and has represented many landowners and developers over the years and will continue to do so. In this manner he has an indirect financial interest in this article. Mr. Richards spoke to the amendment. Moved by Mr. Hughes seconded by Mr. Sidney to waive the reading of the amendment. *The motion to waive the reading passed unanimously. The amendment to the referral motion failed. The motion to refer Article 37 to the Zoning By-law Review Committee passed by majority vote.*

**ARTICLE 38: Amend By-Laws: Medical Marijuana Moratorium (Board of Selectmen)
TEMPORARY MORATORIUM, MEDICAL MARIJUANA TREATMENT CENTERS**
To see if the Town will vote to amend the By-Laws as follows:

by adding a new Article 85, Temporary Moratorium, Medical Marijuana Treatment Centers as follows:

Section 1. Medical Marijuana Treatment Center

A medical marijuana treatment center is defined as a not-for-profit entity (as defined by Massachusetts law only), that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers, which is properly registered by the Massachusetts Department of Public Health pursuant to all applicable state laws and regulations.

Section 2. Purpose

This moratorium is intended to provide restrictions that will allow the Town of Natick (“the Town”) adequate time to consider whether to allow facilities associated with the medical use of marijuana (including Medical Marijuana Treatment Centers as defined herein), to the extent that such facilities are permitted under state laws and regulations, and, if so, where and under what conditions. Given that a law permitting the cultivation, distribution, possession and use of marijuana for medical purposes in the Commonwealth of Massachusetts was approved by vote at the state election on November 6, 2012 and has become effective on January 1, 2013, and that the Massachusetts Department of Public Health has yet to promulgate the regulations by which facilities that produce or dispense medical marijuana shall be registered and administered, a restriction on the establishment of such facilities and other uses related to the regulation of medical marijuana in the Town shall provide the opportunity: to study and consider the potential impacts of such facilities and other related uses on adjacent uses and on general public health, safety and welfare; to study and consider the related novel and complex legal and planning issues; and to develop zoning and other applicable regulations that appropriately address these considerations consistent with statewide regulations and permitting procedures.

Section 3. Exclusion of Other Marijuana Uses

Any establishment that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers shall not be permitted if such establishment has not been properly registered and licensed in accordance with applicable state and local laws and regulations, or is not operated as a not-for-profit entity, or otherwise fails to meet the definition of a Medical Marijuana Treatment Center.

Section 4. Exclusion of Accessory Uses

In no case shall the acquisition, cultivation, possession, processing, transference, transportation, sale, distribution, dispensing, or administration of marijuana, products containing or derived from marijuana, or related products be considered accessory to any use.

Section 5. Temporary Moratorium

Medical Marijuana Treatment Centers and related uses shall not be permitted in the Town so long as this Moratorium is effective, as set forth in subsection 5 below and notwithstanding any provision in the By-Laws of the Town to the contrary. During this Moratorium, the Town shall undertake a planning process consistent with the purposes set forth herein.

Section 6. Expiration

This Moratorium shall be effective until May 1, 2014, which is one (1) year from the deadline for the Massachusetts Department of Public Health to promulgate regulations pursuant to the Medical Use of Marijuana Law voted at the state election on November 6, 2012, or until such future time that the Natick Town Meeting votes otherwise;

or otherwise act thereon.

RECOMMENDATION: By a vote of 9-0-0 on April 4, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 38.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Town of Natick By-Laws by adding a new Article 55, Temporary Moratorium on Medical Marijuana Treatment Centers, as follows:

“ARTICLE 55 TEMPORARY MORATORIUM ON MEDICAL MARIJUANA TREATMENT CENTERS

1. PURPOSE

By vote at the State election on November 6, 2012, the voters of the Commonwealth approved a law regulating the cultivation, distribution, possession and use of marijuana for medical purposes. The law became effective on January 1, 2013 and the Massachusetts Department of Public Health is required to issue regulations regarding implementation within 120 days of the law's effective date. Currently under the By-Laws, a medical marijuana treatment center is not defined and any regulations promulgated by the Massachusetts Department of Public Health are expected to provide guidance to the Town in regulating medical marijuana, including medical marijuana treatment centers. The regulation of medical marijuana raises novel and complex legal, planning, public safety and public health issues. The Town needs time to study and to consider the regulation of medical marijuana treatment centers and address such novel and complex issues, as well as to address the potential impact of the State regulations on the Town and to undertake a planning process to consider amending the General By-Laws regarding regulation of medical marijuana treatment centers and other uses related to the regulation of medical marijuana. A temporary moratorium on the use of land and structures in the Town for medical marijuana treatment centers will allow sufficient time for the Town to conduct a comprehensive planning process to address various issues related to this use and to enact by-laws and regulations in a manner consistent with sound land use planning goals and objectives.

2. DEFINITION

“Medical marijuana treatment center” shall mean a “not-for-profit entity, as defined by Massachusetts law only, registered by the Massachusetts Department of Public Health, that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers”.

3. TEMPORARY MORATORIUM

For the reasons set forth above and notwithstanding any other provision of the By-Laws to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a medical marijuana treatment center. The moratorium shall be in effect through June 30, 2014.

During the moratorium period, the Town shall undertake a planning process to address the potential impacts of medical marijuana and of medical marijuana treatment facilities in the Town, shall consider the Massachusetts Department of Public Health regulations regarding medical marijuana treatment centers and related uses, and shall consider adopting new by-laws to address the impact and operation of medical marijuana treatment centers and related uses.”

Ms. White spoke to this article. Discussion ensued. Moved by Mr. Hughes, seconded by Mr. Griesmer to end debate on the motion. ***The motion to end debate passed by a two-thirds vote. The main motion under Article 38 passed by majority vote.***

ARTICLE 39: Amend Zoning By-Laws: Medical Marijuana Moratorium (Board of Selectmen) **TEMPORARY MORATORIUM, MEDICAL MARIJUANA TREATMENT CENTERS**

To see if the Town will vote to amend the Zoning By-Laws as follows:

1. by amending Section 200, Definitions, by adding a definition for medical marijuana treatment centers, as follows:

Medical Marijuana Treatment Center

A not-for-profit entity (as defined by Massachusetts law only), that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers, which is properly registered by the Massachusetts Department of Public Health pursuant to all applicable state laws and regulations.

2. and by adding a new Section III-J, Temporary Moratorium - Medical Marijuana Treatment Centers at the end of Section III, Use Regulations, as follows:

Temporary Moratorium - Medical Marijuana Treatment Centers

1. Purpose. This moratorium is intended to provide restrictions that will allow the Town of Natick (“the Town”) adequate time to consider whether to allow

facilities associated with the medical use of marijuana (including Medical Marijuana Treatment Centers as defined herein), to the extent that such facilities are permitted under state laws and regulations, and, if so, where and under what conditions. Given that a law permitting the cultivation, distribution, possession and use of marijuana for medical purposes in the Commonwealth of Massachusetts was approved by vote at the state election on November 6, 2012 and has become effective on January 1, 2013, and that the Massachusetts Department of Public Health has yet to promulgate the regulations by which facilities that produce or dispense medical marijuana shall be registered and administered, a restriction on the establishment of such facilities and other uses related to the regulation of medical marijuana in the Town shall provide the opportunity: to study and consider the potential impacts of such facilities and other related uses on adjacent uses and on general public health, safety and welfare; to study and consider the related novel and complex legal and planning issues; and to develop zoning and other applicable regulations that appropriately address these considerations consistent with statewide regulations and permitting procedures.

2. **Exclusion of Other Marijuana Uses.** Any establishment that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers shall not be permitted if such establishment has not been properly registered and licensed in accordance with applicable state and local laws and regulations, or is not operated as a not-for-profit entity, or otherwise fails to meet the definition of a Medical Marijuana Treatment Center.
3. **Exclusion of Accessory Uses.** In no case shall the acquisition, cultivation, possession, processing, transference, transportation, sale, distribution, dispensing, or administration of marijuana, products containing or derived from marijuana, or related products be considered accessory to any use.
4. **Temporary Moratorium.** The use of land and/or structures for Medical Marijuana Treatment Centers and related uses shall not be permitted in any zoning district in the Town so long as this Moratorium is effective, as set forth in subsection 5 below and notwithstanding any provision in the Zoning Bylaws of the Town to the contrary. Use variances shall be strictly prohibited. During this Moratorium, the Town shall undertake a planning process consistent with the purposes set forth herein.
5. **Expiration.** This Moratorium shall be effective until May 1, 2014, which is one (1) year from the deadline for the Massachusetts Department of Public Health to promulgate regulations pursuant to the Medical Use of Marijuana Law voted at the state election on November 6, 2012, or until such future time that the Natick Town Meeting enacts superseding zoning bylaw(s) that set forth the

allowed locations, dimensional, parking and other requirements applicable to medical marijuana uses (including Medical Marijuana Treatment Centers);

or otherwise act thereon.

RECOMMENDATION: By a vote of 9-0-0 on April 4, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 39.

MOTION: (requires 2/3 majority):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Zoning By-Laws by adding a new Section III-J. Temporary Moratorium on Medical Marijuana Treatment Centers, as follows with a comma added in Paragraph 2 between sells and distributes.

“SECTION III-J TEMPORARY MORATORIUM ON MEDICAL MARIJUANA TREATMENT CENTERS

1. PURPOSE

By vote at the State election on November 6, 2012, the voters of the Commonwealth approved a law regulating the cultivation, distribution, possession and use of marijuana for medical purposes. The law became effective on January 1, 2013 and the Massachusetts Department of Public Health is required to issue regulations regarding implementation within 120 days of the law’s effective date. Currently under the Zoning By-Laws, a medical marijuana treatment center is not defined and is not a permitted use in the Town. Any regulations promulgated by the Massachusetts Department of Public Health are expected to provide guidance to the Town in regulating medical marijuana, including medical marijuana treatment centers. The regulation of medical marijuana raises novel and complex legal, planning, public safety and public health issues. The Town needs time to study and consider the regulation of medical marijuana treatment centers and to address such novel and complex issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning Bylaws regarding regulation of medical marijuana treatment centers and other uses related to the regulation of medical marijuana. A temporary moratorium on the use of land and structures in the Town for medical marijuana treatment centers will allow sufficient time for the Town to conduct a comprehensive planning process to address zoning issues related to this use and to enact bylaws in a manner consistent with sound land use planning goals and objectives.

2. DEFINITION

“Medical marijuana treatment center” shall mean a “not-for-profit entity, as defined by Massachusetts law only, registered by the Massachusetts Department of Public Health, that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers.”

3. TEMPORARY MORATORIUM

For the reasons set forth above and notwithstanding any other provision of the Zoning By-Laws to the contrary, the Town hereby adopts a temporary moratorium on the use of land or

structures for a medical marijuana treatment center. The moratorium shall be in effect through June 30, 2014. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of medical marijuana and of medical marijuana treatment facilities in the Town, shall consider the Massachusetts Department of Public Health regulations regarding medical marijuana treatment centers and related uses, and shall consider adopting new zoning by-laws to address the impact and operation of medical marijuana treatment centers and related uses."

The main motion under Article 39 passed by two-thirds vote.

**ARTICLE 19: Amend By-Laws Article 24: Town Employees and Personnel Board
(Town Administrator)**

On April 25, Article 19 had been tabled and then postponed until this evening. A positive main motion is currently on the floor of Town Meeting.

Moved by Ms. Collins, seconded by Mr. Hughes that the Town vote to amend the main motion by deleting Sections 7.3.2, 7.3.2A, 7.3.3, 7.3.3A and 7.3.4 in their entirety, said Sections pertaining to the accumulation and utilization of sick leave, and replacing said sections with the following:

7.3.2 Non-Work-Related Sick Leave

Except as provided in Section 7.3.3B below, regular full-time employees will accrue sick leave at the rate of one (1) day per month of employment (not to exceed twelve (12) days in any year), and employees' maximum accumulated sick leave shall not exceed one hundred (100) days. Such sick leave may not be used during the "Probationary Period" (up to one (1) year as established by the Town Administrator).

The granting of non-work-related sick leave and payment of compensation shall be subject to the following provisions:

- a. An employing Department Head, without prior approval, may grant sick leave with pay to any employee of his/her Department for a maximum of six (6) days in any one time.
- b. For any period in excess of three (3) consecutive days or in excess of six (6) days in any calendar year, the employing Department Head or designated representative, after investigation shall submit a report to the Personnel Director, which shall be considered along with written medical evidence submitted by the employee and a determination shall be made by the Personnel Director of the employees rights set forth in paragraph 7.3.2 of this section.
- c. No sick leave benefits shall be granted to seasonal part-time or temporary employees. Regular part-time employees shall be entitled to the amount of sick leave in the same ratio as their part-time employment bears to full-time employment.

7.3.3 Sick Leave Buy Back

7.3.3A Effective July 1, 2013, the previously existing Sick Leave Buy Back Program shall be eliminated. Instead, the Town shall fully fund a long-term disability program for benefit eligible employees.

7.3.3B For employees who, as of July 1, 2013 (1) have accumulated sufficient sick leave to qualify for sick leave buyback, as outlined below and (2) have submitted a statement of intent to retire from the Town of Natick prior to July 1, 2018, the following provisions shall apply:

- (a) Said employees hired prior to July 1, 1996 shall accrue sick leave at the rate of one and one quarter (1 1/4) days per month, not to exceed fifteen (15) days per year; the maximum accrual shall be 224 days. At the time of retirement, said employees shall be compensated one (1) day's pay for each three (3) days of accumulated sick leave in excess of one-hundred (100) days.
- (b) Said employees hired July 1, 1996 or after shall accrue sick leave at the rate of one (1) day per month, not to exceed twelve (12) days per year; the maximum accrual shall be 120 days. At the time of retirement, said employees shall be compensated one (1) day's pay for each two (2) days of accumulated sick leave in excess of fifty (50) days.
- (c) Said employees shall not be eligible for the Town-funded long-term disability program but may participate in said program at his/her sole expense.

7.3.3C Employees who, as of July 1, 2013 have accumulated sufficient sick leave to qualify for sick leave buyback, as outline below, but who have NOT submitted a statement of intent to retire from the Town of Natick prior to July 1, 2018, shall be paid for their sick leave accumulated as of July 1, 2013 in accordance with the following paragraphs; said payment shall be made as soon as practicable after July 1, 2013.

- (a) Employees hired prior to July 1, 1996 shall be compensated in an amount equal to seventy-five (75) percent of one (1) day's pay for each three (3) days of accumulated sick leave in excess of one-hundred (100) days. Said employee's sick leave balance shall reflect an accumulation of one hundred (100) days after this payment.
- (b) Employees hired July 1, 1996 or after shall be compensated in an amount equal to seventy-five (75) percent of one (1) day's pay for each two (2) days of accumulated sick leave in excess of fifty (50) days. Said employees' sick leave balance shall reflect an accumulation of fifty (50) days after this payment, however said employees may opt to be compensated for fewer days than eligible, thus leaving an accumulation greater than fifty (50) days, but not to exceed one hundred (100) days.
- (c) Sick leave accruals and accumulations for said employees shall be in accordance with Paragraph 7.3.2 above.
- (d) Said employees shall be eligible for the Town-funded long-term disability program.

Ms. White spoke to this article. Mr. Sydney moved, seconded by Mr. Levinsky to waive the reading of the amendment. ***The motion to waive the reading of the amendment passed unanimously. The amendment to the main motion passed by majority vote.*** Mr. Snow moved, seconded by Mr. Linehan to refer the amended main motion to the Town Administrator. ***The referral motion failed. The amended main motion passed by majority vote.***

ARTICLE 24: Board of Assessors: Increase Personal Property Exemptions (Board of Assessors)

To see if the Town will vote to increase the Personal Exemption Amounts by 42.5% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 24.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to increase the Personal Exemption Amounts by 42.5% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in Massachusetts General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

The main motion under Article 24 passed by unanimous vote.

ARTICLE 25: Establish a Fee for Food Trucks (Board of Selectmen)

To see what fees the Town will establish for the operation of food trucks, or otherwise act thereon.

RECOMMENDATION: By a vote of 8-0-0 on April 4, 2013, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 25.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to M.G.L. Chapter 140, section 49, to establish a \$100 annual fee for the operation of food trucks, and further to authorize the Board of Selectmen to waive said fee for food trucks operated by businesses possessing a current Common Victualer's license within the Town of Natick.

Mr. Ostroff spoke to this article. ***The main motion passed by majority vote.***

ARTICLE 26: Re-authorization of Revolving Funds (Town Administrator)

To see if the Town will vote to authorize the use of revolving funds previously established pursuant to votes of Town Meeting; to determine: 1) the programs and purposes for which each such revolving fund may be expended; 2) the departmental receipts which shall be credited to each such revolving fund; 3) the board, department or officer authorized to expend money from each such revolving fund; and 4) a limit on the total amount which may be expended from each such revolving fund in the fiscal year which begins on July 1, 2013; or otherwise act thereon.

RECOMMENDATION: By a vote of 12-1-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion A.

Ms. White spoke to all of the revolving funds.

MOTION A: (Majority vote required)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Council on Aging Director, with oversight by the Council on Aging, to expend up to and including \$15,000 during the fiscal year beginning July 1, 2013 for the purpose of operating a subsidized transportation program for senior citizens, pursuant to Chapter 44 §53E½ of the Massachusetts General Laws, from the revolving fund established by vote of the April 1995 Annual Town Meeting under Article 27 for receipts received in connection with the subsidized transportation program.

Motion A under Article 26 passed unanimously.

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion B.

MOTION B: (Majority vote required)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Department of Public Works to expend up to and including \$40,000 during the fiscal year beginning July 1, 2013 under the direction of the Department of Public Works and the Town Administrator in order to utilize revenue from the sale of surplus vehicles and fund the purchases of vehicles and equipment at auction pursuant to Chapter 44 §53E½ of the Massachusetts General Laws, from the revolving fund established by vote of the April 2005 Annual Town Meeting under Article 17.

Motion B under Article 26 passed unanimously.

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion C.

MOTION C: (Majority vote required)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Morse Institute Library Director, under the supervision of the Library Trustees, to expend up to and including \$85,000 for the fiscal year beginning July 1, 2013, in order to utilize revenues

collected from fines for overdue materials, and from charges for lost or damaged materials, for the purpose of purchasing new books and other related materials, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 19.

Motion C under Article 26 passed unanimously.

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion D.

MOTION D: (Majority vote required)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Morse Institute Library Director, under the supervision of the Library Trustees, to expend up to and including \$25,000 for the fiscal year beginning July 1, 2013, in order to utilize revenues collected from rental of facilities at the Morse Institute Library for the purpose of maintenance and repair of Library facilities and equipment and purchase of equipment for the Library, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 20.

Motion D under Article 26 passed unanimously.

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion E.

MOTION E: (Majority vote required)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Community Services Director, under the supervision of the Town Administrator, to expend up to and including \$75,000 for the fiscal year beginning July 1, 2013, in order to utilize money received from building rental fees and donations for the purpose of funding maintenance of the Community-Senior Center and improvement projects for such building, from the revolving fund established by vote of the 2008 Spring Annual Town Meeting under Article 28.

Motion E under Article 26 passed unanimously.

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion F.

MOTION F: (Majority vote required)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Director of Public Health, under the supervision of the Board of Health, to extend up to and including \$40,000 during the fiscal year beginning July 1, 2013, in order to utilize money received from Medicare, Medicaid and health insurance reimbursements from the Board of Health's annual flu clinics for the purpose of providing subsidized funding for future flu clinics, children and

adult immunization programs, pandemic and emergency preparedness, from the revolving fund established by vote of the 2011 Spring Annual Town Meeting under Article 20.

Motion F under Article 26 passed unanimously.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 26, Motion G.

MOTION G: (Majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Community Services Director and the Director of Human Services/Council on Aging, under the supervision of the Council on Aging, to expend up to and including \$95,000 during the fiscal year beginning July 1, 2013, in order to utilize money received from participants in programs and activities for the purpose of funding said programs and activities at the Community-Senior Center, from the revolving fund established by vote of the 2012 Fall Annual Town Meeting under Article 15.

Motion G under Article 26 passed unanimously.

Mr. Ostroff moved, seconded by Mr. Sidney to postpone consideration of Articles 29 and 30 until Thursday, May 9th. The Moderator made a suggestion to accept a friendly amendment to the motion to postpone until May 14th rather than May 9th. Mr. Sidney also accepted the friendly amendment. ***The motion to postpone consideration of Articles 29 and 30 until Tuesday, May 14th passed by majority vote.***

Mr. Ostroff, moved seconded by Mr. Jennett to postpone consideration of Article 17 until Tuesday, May 14th. ***The motion to postpone consideration of Article 17 until Tuesday May 14 passed by majority vote.***

Ms. Brown moved, seconded by Mr. Richards to adjourn. ***The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:09 PM until Tuesday, May 7th at 7:30 PM.***

A record of the Third Session of
2013 Spring Annual Town Meeting
May 2, 2013

Diane Packer, Town Clerk

2013 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 7, 2013
Fourth Session

The Fourth Session of the 2013 Spring Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fourth Session of 2013 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. The members stood for the Pledge of Allegiance and remained standing for a moment of silence in recognition of the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; Brandon Moss, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The moderator announced that the meeting would begin with consideration of Articles 2, 3, 4, 9, 10, 12 and 15 which had been postponed until this evening.

Prior to beginning budget deliberations, the Town Administrator gave a budget overview. Without objection the Moderator allowed the Town Administrator more than (ten) 10 minutes to speak. The Town Administrator's overview included highlights and notable

accomplishments of the past year, revenue and expense overview for FY 14, highlights for the FY 14 budget and some projections for future budgets.

Moved by Ms. Coughlin, seconded by Ms. Heyde that when Town Meeting adjourns this evening that it adjourns to a date certain of Tuesday, May 14, 2013. Ms. Coughlin spoke to this motion. Mr. Brown moved, seconded by Mr. Pierce to end debate on the question. ***The motion to close debate on the motion passed by two-thirds voted. The main motion failed.***

ARTICLE 2: Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-1 on March 14, 2013 the Finance Committee recommends no action with regard to the subject of Article 2.

MOTION: (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman to take no action on the subject matter of Article 2.

The motion to take no action on the subject matter of Article 2 passed by majority vote.

ARTICLE 3: Capital Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on May 2, 2013, the Finance Committee recommends favorable action with regard to Article 3, and that the sum of \$465,575 be appropriated as noted in the motion.

MOTION: (requires a two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$465,575 for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the Massachusetts General Laws, as amended. Said sum to be appropriated \$211,364 from Free Cash and \$254,211 from the Tax Levy.

Ms. White spoke to this article.

The main motion under Article 3 passed by a two-thirds vote.

ARTICLE 4: Operational/Rainy Day Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on March 19, 2013 the Finance Committee recommends no action with regard to the subject of Article 4.

MOTION: (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman to take no action on the subject matter of Article 4.

The motion to take no action on the subject matter of Article 4 passed by majority vote.

ARTICLE 9: Fiscal 2014 Morse Institute Library (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2014 (July 1, 2013 through June 30, 2014), or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 9, and that the sum of \$1,965,777 be appropriated from the Tax Levy.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Morse Institute Library Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2013 through June 30, 2014.

Morse Institute Library

Salaries & Expenses	\$1,965,777
Total Morse Institute Library	\$1,965,777

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2014	\$1,965,777
	\$1,965,777

Dr. Keefe and Ms. Stetson spoke to this article. *The main motion under Article 9 passed by majority vote.*

ARTICLE 10: Fiscal 2014 Bacon Free Library (Town Administrator)

To see what sum of money the Town will raise, borrow or transfer for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2014 (July 1, 2013 through June 30, 2014), or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 10, and that the sum of \$139,582 be appropriated from the Tax Levy.

MOTION: (requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Bacon Free Library Committee for the operation of the Bacon Free Library, for the Fiscal Year July 1, 2013 through June 30, 2014.

Bacon Free Library

Salaries & Expenses	\$139,582
Total Bacon Free Library	\$139,582

And that the above Total Budget amount be raised from the following sources:

Tax Levy of Fiscal Year 2014	\$139,582
	\$139,582

Mr. Hayes spoke to this article. *The main motion under Article 10 passed unanimously.*

ARTICLE 12: Fiscal 2014 Omnibus Budget Article (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2014 (July 1, 2013 to June 30, 2014), and to provide for a reserve fund for Fiscal Year 2014, or to otherwise act thereon.

RECOMMENDATION: By a vote of 10-0-0 on April 23, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 12 and that the sum of \$126,114,473 be appropriated as specified in the individual motions for the purpose of funding the operations of the various Town departments during Fiscal Year 2014.

MOTION: (requires majority vote)

Motion A was moved by Mr. Everett, seconded by Mr. Freedman.

Motions for Section A: Education & Learning

Motion for Section A under Article 12:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Natick Public Schools	
Salaries & Expenses	48,588,672
Total Natick Public Schools	\$ 48,588,672
Keefe Tech	
Expenses (Assessment)	\$ 1,270,852
Total Keefe Tech	\$ 1,270,852
Motion Total	\$ 49,859,524
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2014	\$ 49,859,524
	\$ 49,859,524

Dr. Sanchioni, Superintendent of Natick Public Schools and Mr. Lynch, Superintendent of Joseph P. Keefe Regional Technical School gave presentations about their respective schools. Discussion on both of these budgets ensued.

Motion A under Article 12 passed by majority vote.

Motion B was moved by Mr. Everett, seconded by Mr. Freedman.

Motions for Section B: Public Safety

Motion for Section B under Article 12:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Emergency Management	
Expenses	\$ 35,600
Total Emergency Management	\$ 35,600
Parking Enforcement	
Salaries	\$ 49,661
Expenses	\$ 73,000
Total Parking Enforcement	\$ 122,661
Police	
Salaries	\$ 6,154,482
Expenses	\$ 214,838
Other Chgs. & Expenses	\$ 7,500
Total Police	\$ 6,376,820
Fire	
Salaries	\$ 7,279,508
Expenses	\$ 224,650
Total Fire	\$ 7,504,158
Motion Total	\$ 14,039,239
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2014	\$ 13,979,239
Parking Meter Revenues	\$ 60,000
	\$ 14,039,239

Ms. White told Town Meeting that there would not be a separate presentation for each department budget but that the Department Heads are available to answer all questions.

Motion B under Article 12 passed by majority vote.

Motion C was moved by Mr. Everett, seconded by Mr. Freedman.

Motions for Section C: Public Works

Motion for Section C under Article 12:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Department of Public Works	
Salaries	\$ 3,157,394
Expenses	\$ 2,274,807
Municipal Energy	\$ 1,509,448
Snow & ice	\$ 150,000
Total Department of Public Works	\$ 7,091,649
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2014	\$ 7,091,649
	\$ 7,091,649

Motion C under Article 12 passed by majority vote.

Motion D was moved by Mr. Everett, seconded by Mr. Freedman

Motions for Section D: Health and Community Services

Motion for Section D under Article 12:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Community Services	
Salaries	\$ 1,182,189
Expenses	\$ 355,596
Total Community Services	\$ 1,537,785
Board of Health	
Salaries	\$ 395,186
Expenses	\$ 34,950
Other Changes & Expenditures	\$ 15,000
Total Board of Health	\$ 445,136
Motion Total	\$ 1,982,921
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2014	\$ 1,982,921
	\$ 1,982,921

Motion D under Article 12 passed by majority vote.

Motion E was moved by Mr. Everett, seconded by Mr. Freedman.

Motions for Section E: Administrative Support Services

Motion for Section E under Article 12:		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:		
Board of Selectmen		
Salaries	\$	616,264
Expenses	\$	247,250
Other Charges & Expenditures	\$	18,357
Contract Settlements	\$	199,227
Total Board of Selectmen	\$	1,081,098
Personnel Board		
Other Charges & Expenditures	\$	1,000
Total Personnel Board	\$	1,000
Town Report		
Professional Services	\$	5,500
Total Town Report	\$	5,500
Legal		
Expenses	\$	270,000
Other Charges & Expenditures	\$	10,000
Total Legal Services	\$	280,000
Finance		
Salaries	\$	1,083,270
Expenses	\$	323,800
Other Charges & Expenditures	\$	75,000
Total Finance	\$	1,482,070
Motion continued on next Page --->		

Information Technology		
Salaries	\$	291,950
Expenses	\$	394,100
Other Chgs. & Expenditures	\$	310,675
Total Information Technology	\$	996,725
Town Clerk		
Salaries	\$	223,450
Expenses	\$	21,850
Total Town Clerk	\$	245,300
Elections		
Salaries (Registrars)	\$	22,230
Expenses (Registrars)	\$	38,750
Total Elections	\$	60,980
Sealer of Weights & Measures		
Salaries	\$	14,659
Expenses	\$	875
Total Sealer Weights/Meas.	\$	15,534
Community Development		
Salaries	\$	825,398
Expenses	\$	23,811
Total Community Development	\$	849,209
Motion Total	\$	5,017,416
And that the above <u>Total Budget Amount</u> be raised from the following sources:		
Tax Levy of Fiscal Year 2014	\$	5,017,416
	\$	5,017,416

Moved by Mr. Forshner, seconded by Ms. Coughlin to reduce the Community Development salaries by \$80,000 from \$825,398 to \$745,398 reducing the total on page 171 in the Finance Committee Recommendation book accordingly to \$4,937,416. Discussion ensued on the amendment. Mr. Hughes moved, seconded by Mr. Pierce to end debate on the amendment. ***The motion to close debate passed by a two-thirds vote. The amendment to Motion E under Article 12 failed.***

Discussion continued on Motion E. Moved by Mr. Griesmer, seconded by Ms. Collins to amend Motion E, Board of Selectmen's budget by adding a new line item Zoning By-law Rewrite-Second Review: \$20,000 from free cash and increasing the total from \$1,081,098 to \$1,101,098. ***The amendment to Motion E under Article 12 passed by majority vote. The amended main Motion E passed by majority vote.***

Mr. Hughes moved, seconded by Mr. Griesmer to adjourn. *The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:47 PM until Thursday May 9th at 7:30 PM.*

A record of the Fourth Session of
2013 Spring Annual Town Meeting
May 7, 2013

Diane Packer, Town Clerk

**2013 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 9, 2013
Fifth Session**

The Fifth Session of the 2013 Spring Annual Town Meeting was called to order at 7:35 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fifth Session of 2013 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. The members stood for the Pledge of Allegiance and remained standing for a moment of silence in recognition of the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; Brandon Moss, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The moderator announced that the meeting would begin with Motion F under Article 12, then continue to Articles 15, 27, 28, 31, 32, 34 and possibly 35 and 36.

Motion F under Article 12 was moved by Mr. Everett, seconded by Mr. Freedman.

Motions for Section F: Committees and Commissions

Motion for Section F under Article 12:		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:		
Finance Committee		
Expenses	\$	22,000
Total Finance Committee	\$	22,000
Commission on Disability		
Expenses	\$	1,810
Total Commission on Disability	\$	1,810
Natick Cultural Council		
Expenses	\$	700
Total Natick Cultural Council	\$	700
Historical Commission		
Expenses	\$	1,000
Total Historical Commission	\$	1,000
Historic District Commission		
Expenses	\$	550
Total Historic District Commission	\$	550
Motion Total	\$	26,060
And that the above Total Budget Amount be raised from the following		
Tax Levy of Fiscal Year 2014	\$	26,060
	\$	26,060

Motion F under Article 12 passed by majority vote.

Motion G under Article 12 was moved by Mr. Everett and seconded by Mr. Freedman. This motion requires a two-thirds vote.

Motions for Section G: Shared Expenses (Unclassified)

Motion for Section G under Article 12:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability – Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund – Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.

Employee Fringe

Other Personnel Services	\$ 15,211,236
Other Personnel Services - Merit / Performance	\$ 150,000

Total Employee Fringe	\$ 15,361,236
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Property & Liability Insurance

Purchased Services	\$ 588,175
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Total Prop. & Liab. Insurance	\$ 588,175
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Contributory Retirement

Pension Assessment	\$ 6,567,165
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Total Contributory Retirement	\$ 6,567,165
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Non-Contributory Retirement

Pensions	\$ 42,903
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Total Non-Contributory Retire.	\$ 42,903
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Debt Service

Leased Equipment	\$ 82,000
Principal	\$ 7,901,367
Interest	\$ 2,604,164

Total Debt Service	\$ 10,587,531
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Reserve Fund

Other Charges	\$ 300,000
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Total Reserve Fund	\$ 300,000
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Facilities Management

Salaries	\$ 2,465,397
Expenses	\$ 124,984

Total Facilities Management	\$ 2,590,381
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Motion Total

\$ 36,037,392

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2014	\$ 30,060,956
Free	\$ 2,200,000
Overlay Surplus	\$ 500,000
Title V Septic	\$ 7,684
Water-Sewer User Fees	\$ 2,323,579
Golf User Fees	\$ 32,246
Capital Stabilization Fund	\$ 699,079
Premium	\$ 90,681
School Building Assistance	\$ 123,167

\$ 36,037,392

Moved by Mr. Snow, seconded by Mr. Yang to reduce the expenditure under Article 12, Section G, Employee Fringe Benefits, line item for Other Personnel Services— Merit/Performance Raises by \$50,000. Ms. White spoke to this article. *The amendment to the main motion failed. The main motion under Motion G under Article 12 passed by a two-thirds vote.*

Motion 1 under Section H of Article 12 was moved by Mr. Everett and seconded by Mr. Freedman.

Motions for Section H: Water/Sewer Enterprise

Motion 1 for Water/Sewer Enterprise Fund - Section H under Article 12:		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:		
Water & Sanitary Sewer Operations		
Salaries	\$	1,721,525
Expenses	\$	6,250,421
Total Sanitary Sewer	\$	7,971,946
Utility Billing		
Salaries	\$	107,433
Expenses	\$	129,950
Total Utility Billing	\$	237,383
Fringe Benefits		
Other Personal Services	\$	466,879
Other - Chgs. & Expenditures	\$	215,955
Total Benefits	\$	682,834
Water & Sewer Debt Service		
Principal	\$	1,609,869
Interest	\$	472,269
Total Debt Service	\$	2,082,138
Water & Sewer Reserve Fund		
Expenses	\$	200,000
Total W & S Reserve Fund	\$	200,000
Motion Total	\$	11,174,301
And that the above Total Budget Amount be raised from the following sources:		
Water-Sewer User Fees	\$	11,174,301
	\$	11,174,301

Motion 1 under Section H of Article 12 passed by majority vote.

Motion 2 under Section H of Article 12 was moved by Mr. Everett and seconded by Mr. Freedman.

Motions for Section H: Water/Sewer Enterprise

Water/Sewer Indirect Cost Allocations - Motion 2 under Section H Article 12:		
Move that the Town vote to approve the following indirect cost allocations raised in the General Fund:		
PERCENTAGE ALLOCATIONS		TOTAL
DPW ADMINISTRATION	\$	129,823
BUILDING MAINTENANCE		45,019
ENGINEERING SERVICES		330,631
GIS SERVICES		(66,936)
EQUIPMENT MAINTENANCE		336,939
HIGHWAY MAINTENANCE		381,054
PUBLIC SAFETY	\$	292,725
FINANCIAL / ADMINISTRATIVE		546,157
PROPERTY INSURANCE		221,270
ENERGY		106,897
SUBTOTAL - GENERAL FUND		2,323,579
And that the Sum of \$2,323,579 appropriated in the General Fund be raised from the following source:		
Water-Sewer User Fees	\$	2,323,579
(See Motion for Section G, Article 14: Shared Expenses (Unclassified))	\$	2,323,579

Motion 2 under Section H of Article 12 passed unanimously.

Motion 1 under Section I under Article 12 was moved by Mr. Everett and seconded by Mr. Freedman.

Motions for Section I: Sassamon Trace Enterprise Fund

Motion 1 for Sassamon Trace Enterprise Fund - Section I under Article 12:		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:		
Sassamon Trace Operations		
Salaries	\$	265,450
Expenses	\$	283,031
Total GC Operations	\$	548,481
Sassamon Trace Fringe Benefits		
Other Personal Services	\$	40,227
Other - Chgs. & Expenditures	\$	10,466
Total GC Fringe Benefits	\$	50,693
Sassamon Trace Debt Service		
Principal	\$	217,580
Interest	\$	69,217
Total GC Debt Service	\$	286,797
Motion Total	\$	885,971
And that the above <u>Total Budget Amount</u> be raised from the following sources:		
Tax Levy of Fiscal Year 2014	\$	332,246
Golf User Fees	\$	518,554
Golf Retained Earnings	\$	35,171
	\$	885,971

Motion 1 under Section I of Article 12 passed unanimously.

Motion 2 under Section I under Article 12 was moved by Mr. Everett and seconded by Mr. Freedman.

Motions for Section I: Sassamon Trace Enterprise Fund

Motion 2 for Sassamon Trace Enterprise Fund - Section I under Article 12:		
Move that the Town vote to approve the following indirect cost allocations raised in the General Fund:		
PERCENTAGE ALLOCATIONS		TOTAL
LF & NR	\$	7,130
RECREATION	\$	11,717
TOWN ADMINISTRATOR	\$	3,069
FINANCE	\$	5,168
PROPERTY INSURANCE	\$	4,767
DEDUCTIBLES	\$	395
SUBTOTAL - GENERAL FUND		32,246
And that the Sum of \$32,246 appropriated in the General Fund be raised from the following source:		
Golf User Fees	\$	32,246
(See Motion for Section G, Article 14: Shared Expenses (Unclassified))	\$	32,246

Motion 2 under Section I of Article 12 passed unanimously.

ARTICLE 15: School Bus Transportation Subsidy Article (Superintendent of Schools)

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school; or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 19, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 15, and that the sum of \$350,243 be appropriated from the Tax Levy.

MOTION: (requires majority vote)
Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$350,243 from the Tax Levy for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee.

The Moderator announced that a positive main motion was on the floor prior to postponement of this Article and therefore the motion is still on the floor. *The main motion under Article 15 passed by majority vote.*

ARTICLE 27: Adoption of Statute: Veterans Tax Work-Off Program (Board of Selectmen)

To see if the Town will vote to accept the provisions of Section 5N of Chapter 59 of the Massachusetts General Laws authorizing the Board of Selectmen to establish a program to allow Veterans, as defined in Clause 43 of Section 7 of Chapter 4 of the Massachusetts General Laws, to volunteer to provide services to the Town which shall allow the Town to reduce real property tax obligations of that veteran on the veteran's tax bills, in addition to any exemption or abatement to which that person is otherwise entitled, and further to see if the Town will vote (1) to adjust the exemption by allowing an approved representative for persons physically unable to provide such services to the Town, and (2) to allow the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,000; or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 27.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman, that the Town vote to accept the provisions of Section 5N of Chapter 59 of the Massachusetts General Laws authorizing the Board of Selectmen to establish a program to allow Veterans, as defined in Clause 43 of Section 7 of Chapter 4 of the Massachusetts General Laws, to volunteer to provide services to the Town which shall allow the Town to reduce real property tax obligations of that veteran on the veteran's tax bills, in addition to any exemption or abatement to which that person is otherwise entitled; and further to provide that an approved representative(s) may provide such services to the Town on behalf of veterans who are otherwise qualified but are physically unable to provide such services; and further to provide that the maximum reduction of the real property tax bill shall be based on 125 volunteer service hours in a given tax year.

Mr. Ostroff spoke to this article. *The main motion under Article 27 passed by majority vote.*

ARTICLE 28: By-Law Amendment Regarding Participants in Veterans' Property Tax Work Program (Board of Selectmen)

To see if the Town will vote to amend Article 41, Section 4 of the Town of Natick By-Laws (Compensation of Town Officers and Employees) by deleting the final sentence and replacing it with the following: "Part-time employees whose additional compensation is through the Veterans' or Senior Property Tax Work Program shall be exempt from this requirement," Or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 28.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend Article 41, Section 4 of the Town of Natick By-Laws (Compensation of Town Officers and Employees) by deleting the final sentence and replacing it with the following: "Employees whose additional compensation is through the Veterans' or Senior Property Tax Work Program shall be exempt from this requirement."

The main motion under Article 28 passed unanimously.

ARTICLE 31: Authorization for Board of Selectmen to Accept, Obtain, Abandon and Relocate Utility Easements (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2014, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities; and to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 31.

MOTION: (requires a two-thirds vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2014, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities; and to abandon or relocate easements acquired for any of the foregoing purposes.

Ms. White spoke to this article. Moved by Mr. Griesmer, seconded by Mr. Linehan to delete the words "abandon or". Moved by Ms. Gloff, seconded by Mr. Sidney to lay Article 31, in its entirety on the table. *The motion to lay Article 31 on the table passed by a two-thirds vote.*

ARTICLE 32: Acceptance of New Utility Easement and Abandonment of Old One for Property on Strathmore Road (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to abandon the existing 20 foot wide drain easement on the parcel at 9-11 Strathmore Road (also identified as Map 24 Lot 90HB) or take other action relative thereto.

RECOMMENDATION: By a vote of 12-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 32.

MOTION: (requires a two-thirds vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town will vote to authorize the Board of Selectmen to abandon the existing 20 foot wide drain easement on the parcel at 9-11 Strathmore Road (also identified as Map 24 Lot 90HB).

Ms. White spoke to this article. *The main motion under Article 32 passed by a two-thirds vote.*

Moved by Ms. Gloff, seconded by Mr. Sidney to take Article 31 off the table. *The motion to take Article 31 off the table passed by majority vote.* Discussion continued on the amendment and the main motions under Article 31. Moved by Mr. Hughes, seconded by Mr. Sidney to move the question and end debate on the amendment to the main motion. *The motion to close debate passed by a two-thirds vote. The amendment to the main motion failed.*

Moved by Mr. Munnich, seconded by Ms. Adams to delete the words “or relocate” from the main motion. Moved by Mr. Hughes, seconded by Mr. Salvi to move the question and end debate on the amendment to the main motion. *The motion to move the question and close debate passed by a two-thirds vote. The amendment to the main motion failed. The main motion under Article 31 passed by a two-thirds vote.*

Moved by Mr. Ostroff, seconded by Ms. Ostroff to postpone consideration of Article 33 until Tuesday, May 14, 2013. *The motion to postpone consideration of Article 33 until Tuesday, May 14th passed unanimously.*

ARTICLE 34: Home Rule Petition: Alcohol License for the Center for Arts in Natick (Richard Jennett, et al)

To see if the Town will vote to authorize the Selectmen to petition the Legislature to enable legislation to grant an on-premises alcohol license to the Center for Arts in Natick at 14 Summer Street, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on March 21, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 34.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman to authorize the Selectmen to petition the Legislature to enable legislation to grant an on premises alcohol license to the Center for Arts in Natick at 14 Summer Street, provided, that the Legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

Section 1. Notwithstanding sections 12 and 17 of chapter 138 of the General Laws, or any other general law or special law to the contrary, the local licensing authority of the town of Natick may grant an additional license for the sale of all alcoholic beverages to be drunk on the premises pursuant to section 12 of chapter 138 of the General Laws to The Center For Arts in Natick, located at 14 Summer Street, Natick, or such other location as may be approved by the local licensing authority and the Alcohol Beverages Control Commission of Massachusetts, upon approval of and under conditions set by the local licensing authority of the said town. A license granted under this section shall be subject to all of said chapter 138 except section 17.

Section 2. Once issued, the local licensing authority of said town shall not approve the transfer of the license issued under this act to any other location except as set forth herein but it may grant the license to a new applicant at the premises of 14 Summer Street, Natick, Massachusetts upon approval of and under conditions set by the local licensing authority of the said town, and subject to the requirements of chapter 138 and the Department of Revenue and the ABCC.

Section 3. If the license granted under this act is cancelled, revoked or no longer in use, it shall be returned physically, with all of the legal rights, privileges and restrictions pertaining thereto, to said local licensing authority which may then grant the license to a new applicant at the same location under the same conditions as specified in this section.

Section 4. This act shall take effect upon its passage.

The main motion under Article 34 passed by majority vote.

ARTICLE 35: Organization of Natick By-Laws (Board of Selectmen)

To see if the Town will vote to approve the proposed Table of Contents for codification of the Town of Natick By-Laws, which would organize the articles of the By-Laws into chapters, organized by subject matter, a copy of which Table of Contents is on file in the office of the Natick Town Clerk; or otherwise act thereon.

RECOMMENDATION: By a vote of 10-0-0 on April 23, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 35.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to approve the proposed Table of Contents for codification of the Town of Natick By-Laws, which would organize the articles of the By-Laws into chapters, organized by subject matter, as follows:

PROPOSED TABLE OF CONTENTS

BY-LAWS

Part I Administrative By-Laws

New Ch. No.	Title	Source
1	General Provisions	
	Art. I Availability of Regulations	Art. 41 § 12
	Art. II Penalties and Enforcements	Art. 90 and 92
X	Boards, Commissions and Committees	
	Art. I General Provisions	Art. 41 § 11
	Art. II Aging, Council on	Art. 25
	Art. III Appeals, Board of	Art. 29
	Art. IV Audit Committee	Art. 23 A
	Art. V Conservation Commission	Art. 30
	Art. VI Historic District Commission	Art. 26 § 1
	Art. VII Finance Committee	Art. 23
	Art. VIII Information Systems Advisory Board	Art. 27
	Art. IX Open Space Advisory Committee	Art. 32
	Art. X Personnel Board	Art. 24 §§ 1 and 2
	Art. XI Registrars of Voters	Art. 28
	Art. XII Selectmen, Board of	Art. 10
X	Collective Bargaining	
	Art. I Collective Bargaining Agreements	Art. 91
X	Financial Affairs	
	Art. I Contracts and Purchasing	Art. 41 §§ 1 to 3
	Art. II General Financial Regulations	Art. 41 §§ 4, 5, 6, 8, 9, 10
X	Legal Affairs	
	Art. I Conflicts Between Town Agencies	Art. 44
	Art. II Town Counsel	Art. 22
X	Officers and Employees	
	Art. I Town Administrator	Art. 20
	Art. II Building Commissioner	Art. 21 B
	Art. III Town Clerk	Art. 11
	Art. IV Collector of Taxes	Art. 12
	Art. V Community Development Director	Art. 21
	Art. VI Fire Chief	Art. 24 § 15
	Art. VII Police Chief	Art. 24 § 14

X	Personnel	
	Art. I Non-Union Personnel	Art 24 §§ 3 through 13
X	Reports and Records	
	Art. I Town Report	Art. 40
X	Town Meeting and Annual Town Elections	
	Art. I Town Meeting Procedures	Art. 1
	Art. II Election of Town Meeting Members	Art 2
	Art. III Procedures at Town Meeting	Art 3
X	Town Vehicles	
	Art. I Designation of Town Vehicles	Art. 41 § 7

PROPOSED TABLE OF CONTENTS
BY-LAWS
Part II Regulatory By-Laws

New		
Ch.		
No.	Title	Source
179	Alarm Systems Art. I Police related Alarm Systems	Art. 51
183	Alcoholic Beverages Art. I Public Consumption	Art. 50 § 14a
191	Animal Control Art. I Dogs	Art. 50 § 16
207	Boating Art. I Boating Prohibitions	Art. 50 § 19
213	Building Construction Art. I Building Regulations Art. II Construction Hours Art. III Stretch Energy Code	Art. 72 Art. 50 § 24 Art. 72 B
228	Chemical Storage Tanks and Systems Art. I Storage Tanks and Systems	Art. 81
250	Firearms and Weapons Art. I Use of Firearms and Hunting Equipment	Art. 50 § 15
254	Fire Regulations and Prevention Art. I Fire and Life Safety Regulations Art. II Storage of Flammable Fluids	Art. 60 Art. 42 §
286	Garbage, Rubbish and Refuse Art. I Transporting and Disposal of Garbage, Rubbish and Refuse	Art. 50 §§ 11 and 20
281	Historic Preservation Art. I Historic District Commission Art. II Regulations regarding Historic Structures	Art 26 §§ 2 through 6 Art . 76
298	Junk Collectors and Dealers Art. I Junk Collectors Art. II Junk Dealers	Art. 73 Art. 74
312	Licenses and Permits Art. I Delinquent Taxpayers Art. II Transient Vendors	Art. 43 Art. 42 § 2
334	Newsracks Art. I Newsracks on Public Property or Public Ways	Art. 72 A

345	Nuisances	
	Art. I Remedy of Public Nuisances	Art 75
356	Peace and Good Order	
	Art. I Damaging Public Shade Trees	Art 50 § 12
	Art. II Indecent or Profane Language	Art 50 § 13
	Art. III Trespassing; Invasion of Privacy	Art 50 § 14
368	Poles and Wires	
	Art. I Removal of Overhead Wires	Art. 78
	Art. II Removal of Utility Poles	Art. 78 A

374	Public Works	
	Art. I Public Works Regulations	Art. 70
387	Recreational Conveyances	
	Art. I General Rules and Regulations	Art. 53
	Art. II Off Road Vehicles	Art. 50 §21
405	Sex Offenders	
	Art. I Natick Legislation regarding Sex Offenders	Art. 54
X	Smoking and Smoking Products	
	Art. I Cigarette Lighters and Matches	Art. 61
	Art. II Public Consumption or Use of Marihuana	Art. 50 § 14 b
	Art. III Smoking	Art. 83
420	Solicitors and Canvassers	
	Art. I Licensing of Solicitors and Canvassers	Art. 52
432	Stormwater and Erosion Control	
	Art. I Stormwater Management and Erosion Control	Art. 79 A
	Art. II Connections, Discharges and Obstructions	Art. 84
439	Streets and Sidewalks	
	Art. I Restriction on Public Streets and Sidewalks	Art. 50 §§ 1 to 10, and 18
	Art. II Identification of Dwellings	Art. 50 § 23
477	Vehicles and Traffic	
	Art. I Unregistered Vehicles and Trailers	Art. 50 § 17
	Art. II Parking for Disabled Persons	Art. 50 § 22
488	Water and Sewers	
	Art. I Sewer Assessment	Art. 71
	Art. II Water and Sewer Rate Discount Program	Art. 77
	Art. III Water Supply Protection	Art. 80
	Art. IV Water Conservation	Art. 82
494	Wetlands	
	Art. I Wetlands Protection	Art. 79

Ms. Packer spoke to this article. Moved by Mr. Connolly, seconded by Mr. Lista to refer the subject matter of Article 35 to the sponsor (Board of Selectmen). ***The motion to refer Article 35 to the Board of Selectmen failed. The main motion under Article 35 passed by majority vote.***

ARTICLE 36: Typographical Changes to the Natick Charter (Board of Selectmen)

To see if the Town will vote to amend the Natick Home Rule Charter (the Charter) as follows:

1. By including in the text the original adoption date of the Charter.
2. By moving historical information from the appendices into the text of the Charter, with the text of the applicable provisions.
3. By amending Article 3, Section 3-3 b) to change the subsection references from (i) and (ii) to (1) and (2).
4. By amending Article 4, Section 4-2 to change the subsection references from (1) through (19) to (a) through (s).
5. By amending Article 5, Section 5-4 to change the heading of the subsections from bullet points to (a) through (i).
6. By amending Article 6, Section 6-4 to change the heading of the second subsection from (a) to (b).
7. By identifying all references to numbers in the text, other than references to dates, by words and by numerals in parentheses, e.g. "five (5)".
8. By standardizing capitalization of terms and by correction of typographical errors.

or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on March 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 36.

MOTION: (requires a 2/3 vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Natick Home Rule Charter (the Charter) as follows:

1. By including in the text the original date of adoption of the Charter.
2. By moving historical information from the appendices into the text of the Charter, with the text of the applicable provisions.
3. By amending Article 3, Section 3-3 b) to change the subsection references from (i) and (ii) to (1) and (2).
4. By amending Article 4, Section 4-2 to change the subsection references from (1) through (19) to (a) through (s).
5. By amending Article 5, Section 5-4 to change the heading of the subsections from bullet points to (a) through (i).
6. By amending Article 6, Section 6-4 to change the heading of the second subsection from (a) to (b).
7. By identifying all references to numbers in the text, other than references to dates, by words and by numerals in parentheses, e.g. "five (5)".
8. By standardizing capitalization of terms and by correction of typographical errors.

Moved by Mr. Connolly, seconded by Mr. Linehan to amend the main motion by removing item 2 and renumbering the following items from 3 through 8 to 2 through 7. Ms. McKenzie questioned the presence of a quorum. After taking a count of Town Meeting Members present the Moderator ruled that there was no longer a quorum present in the Hall.

Mr. Connolly moved, seconded by Mr. Glater to adjourn. *The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:00 PM until Tuesday, May 14th at 7:30 PM.*

A record of the Fifth Session of
2013 Spring Annual Town Meeting
May 9, 2013

Diane Packer, Town Clerk

2013 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 14, 2013
Sixth Session

The Sixth Session of the 2013 Spring Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Sixth Session of 2013 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. The members stood for the Pledge of Allegiance and remained standing for a moment of silence in recognition of the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The moderator announced that the previous meeting adjourned when there was no longer a quorum present. Tonight's meeting would begin with an amendment that is on the floor for Article 36, and then proceed to Articles 17, 29, 30, 33 and 40-43 in that order.

Mr. Ostroff moved, rose to offer the following resolution:

WHEREAS municipal bonds have been tax-exempt for 100 years, contributing to the construction of schools, roads, libraries and other public investments, and

WHEREAS the federal government is now considering a cap or elimination of the tax exempt status of municipal bonds as a means to narrow the federal budget deficit, and this proposal may even be applied retroactively to previously issued bonds, and

WHEREAS the resulting increase in costs to bondholders will be passed on to issuing authorities, and by extension to taxpayers, resulting in higher costs and reduced investment in essential public projects at a time when we need to be responsibly maintaining and improving our infrastructure,

NOW THEREFORE Natick Representative Town Meeting opposes any change to the tax exempt status of municipal bonds, so that we do not diminish our ability to responsibly plan capital investments supported by the elected representatives of the people, and we request our congressional delegation to oppose any cap or elimination of the tax exempt status on municipal bonds.

The resolution was moved by Mr. Ostroff and seconded by Mr. Coburn. Mr. Sidney moved, seconded by Mr. Jennett to waive the reading of the resolution. *The motion to waive the reading of the resolution passed unanimously. The resolution passed unanimously.*

Article 36 was on the floor when the previous session of Town Meeting adjourned. Two motions were on the floor, the main motion and an amendment offered by Mr. Connolly. The amendment was to remove item 2 from the main motion and renumber the currently numbered 3 through 8 to 2 through 7. *The amendment to the main motion under Article 36 failed. The main motion under Article 36 passed unanimously.*

ARTICLE 17: Appropriation for Natick Center Cultural District (Steve Levinsky, et al)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money for the purpose of supporting the initiatives of the Natick Center Cultural District or otherwise act thereon.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 17.

MOTION: (requires majority vote)

Moved by Mr. Levinsky, seconded by Mr. Jennett that the Town vote to appropriate from Free Cash the sum of \$30,000 for the development of a Strategic Plan and related initiatives in support of the Natick Center Cultural District, said funds to be spent under the jurisdiction of the Board of Selectmen, and further that expenditures from this appropriation shall be reduced by an amount equal to grants received by Natick Center Associates, if any, for the development of a Natick Center Cultural District Strategic Plan.

Mr. Levinsky disclosed that he is the Chair of the Natick Center Cultural District Council, Chair of the Board of Directors of TCAN, a member of Natick Center Associates and with his wife, part owners of a business in downtown Natick. Ms. White spoke to this Article.

Moved by Mr. Sidney, seconded by Mr. Gath to waive the reading of the motion. *The motion to waive the reading of the motion passed unanimously.*

Discussion ensued on this article. Ms. Coughlin moved, seconded by Mr. Brown to refer the subject matter of Article 17 to the Board of Selectmen. Discussion continued on both the main motion and the referral motion. Moved by Mr. Munnich, seconded by Mr. Joseph to amend the main motion to delete the words “, and further that expenditures from this appropriation shall be reduced by an amount equal to grants received by Natick Center Associates, if any,” There was continued discussion on the amendment. *The amendment to the main motion under Article 17 passed.*

Discussion continued on the amended main motion and the referral motion. *The motion for referral to the Board of Selectmen failed. The amended main motion passed by majority vote.*

ARTICLE 29: Revoke Adoption of Strong Chief Status for Position of Fire Chief (Board of Selectmen)

To see if the Town will vote to revoke the provisions of Chapter 48, Section 42, 43 and 44 of the Massachusetts General Laws, providing for the establishment of a fire department under the control

of an officer to be known as the Chief of the Fire Department, which acceptance was voted by the April, 1924 Natick Annual Town Meeting under Article 13, or otherwise act thereon.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 29.

MOTION: (requires majority vote)

Moved by Ms. Gloff, seconded by Mr. Jennett to refer the subject matter of Article 29 to the Board of Selectmen.

The motion to refer the subject matter of Article 29 passed by majority vote.

ARTICLE 30: Acceptance of Statute for Operation of Fire Department (Board of Selectmen)

To see if the Town will vote to accept the provisions of Chapter 48, Section 42A of the Massachusetts General Laws, providing for the establishment of a fire department under the direction of the Board of Selectmen, or otherwise act thereon.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 30.

MOTION: (requires majority vote)

Moved by Ms. Gloff, seconded by Mr. Jennett to refer the subject matter of Article 30 to the Board of Selectmen.

The motion to refer the subject matter of Article 30 passed by majority vote.

ARTICLE 33: Long-Term Lease & Management Contract: Natick Community Organic Farm (Conservation Commission)

To see if the Town will vote to authorize the Conservation Commission to lease the property owned by the Town of Natick containing approximately twenty-seven (27) acres, on which is located the Natick Community Organic Farm; to determine the maximum term of such lease; and to authorize the Conservation Commission to negotiate the other conditions of any such lease, including without limitation the appropriate rent or other compensation for such tenancy, or otherwise act thereon.

RECOMMENDATION: By a vote of 10-3-0 on March 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 33.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Conservation Commission to lease the property owned by the Town of Natick containing approximately twenty-seven (27) acres, on which is located the Natick Community Organic Farm, for a period not to exceed thirty (30) years; and to authorize the Conservation Commission to negotiate the other conditions of any such lease, including without limitation the appropriate rent or other compensation for such tenancy.

Mr. Gardner, Chair of the Conservation Commission spoke to this article. *The main motion under Article 33 passed unanimously.*

ARTICLE 40: Amend By-Laws: Civil Fingerprinting (Board of Selectmen)

To see if the Town will vote to amend Article 50 of the Town of Natick By-Laws by adding a new Section at the end thereof to create a by-law enabling the Police Department to conduct State and

Federal Fingerprint Based Criminal History checks for individuals applying for or in possession of certain licenses including but not limited to those listed below, as authorized by Chapter 256 of the Acts of 2010, and incorporated into the Massachusetts General Laws as Chapter 6, Section 172 B ½

- Hawking and Peddling or other Door-to- Door Salespeople,
- Manager of Alcoholic Beverage License
- Owner or Operator of Public Conveyance
- Dealer of Second-hand Articles
- Pawn Dealers,
- Hackney Drivers, and,
- Ice Cream Truck Vendors

And to adopt appropriate policies and procedures to effectuate the purposes of this by-law, or take any other action relative thereto.

RECOMMENDATION: By a vote of 14-0-0 on April 2, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 40.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Town of Natick By-Laws by inserting a new Article 54, which reads:

“CIVIL FINGERPRINTING

Section 1. Purpose and Authorization

In order to protect the health, safety, and welfare of the inhabitants of the Town of Natick (the Town), and as authorized by Chapter 6, Section 172B½ of the Massachusetts General Laws, this Article 54 shall require (a) applicants for a license for an occupation listed in Section 2 below to submit to fingerprinting by the Natick Police Department (the Police Department), (b) the Police Department to arrange for the conduct of fingerprint-based criminal record background checks, and (c) the Town to consider the results of such background checks in determining whether or not to grant such a license.

The Massachusetts State Police, the Massachusetts Department of Criminal Justice Information Systems (DCJIS), and the Federal Bureau of Investigation (FBI), and their successor entities, as may be applicable, are hereby authorized to conduct on behalf of the Town and the Police Department fingerprint-based state and national criminal history records checks, including of FBI records, consistent with this Article 54. The Town authorizes its Police Department to receive and utilize records of the Massachusetts State Police, the DCJIS, and the FBI in connection with such criminal history records checks, consistent with this Article 54. The Town shall not disseminate criminal history record information received from the Massachusetts State Police, the DCJIS and the FBI to unauthorized persons or entities.

Section 2. Licenses Subject to Fingerprinting

Any applicant for a license to engage in any of the following occupational activities within the Town shall have a full set of fingerprints taken by the Police Department, within seven (7) days of the date of the application for such license, for the purpose of conducting a state and national fingerprint-based criminal history records check to determine the suitability of the applicant for the license:

- Manager of Alcoholic Beverage License Holder
- Hawkers, Peddlers, and Solicitors
- Ice Cream Truck Vendor
- Junk Dealers

Owner or Operator of a Public Conveyance
Dealer of Second-Hand Articles
Pawn dealers
Hackney Drivers

At the time of fingerprinting, the Police Department shall notify each individual who is fingerprinted that his or her fingerprints will be used to check such individual's FBI and state criminal history records.

Section 3. Police Department Procedure

The Police Department will forward the full set of fingerprints obtained pursuant to Section 2 of this Article 54 either electronically or manually to the State Identification Section of the Massachusetts State Police, the DCJIS and/or the FBI (or their successors) as may be necessary for the purpose of conducting fingerprint-based state and national criminal records background checks of license applicants specified in said Section 2.

The Police Department will provide the applicant with a copy of the results of his or her fingerprint-based state and national criminal history records check and supply the applicant with an opportunity to challenge the accuracy or completeness of the information contained in it, including the FBI Identification Record. Any applicant that wishes to challenge the accuracy or completeness of the record shall be advised that the procedures to change, correct, or update the record are set forth in Title 28 CFR 16.34 (as may be amended from time to time). In no event shall the Police Department render a suitability evaluation pursuant to the paragraph below until it has taken the steps detailed in this paragraph and otherwise complied with any other procedures required by any Town policy applicable to licensing-related criminal record background checks.

The Police Department will communicate the results of fingerprint-based criminal history records check to the Board of Selectmen. The Police Department will in addition render to the Board of Selectmen its evaluation of the applicant's suitability for the proposed occupational activity based on the results of the criminal records background check and any other relevant information known to it. In rendering its evaluation, the Police Department shall consider all applicable laws, regulations and Town policies bearing on an applicant's suitability and shall indicate whether the applicant has been convicted of, or is under pending indictment for, a crime that bears upon his or her suitability for the proposed occupational activity, or any felony or misdemeanor that involved force or threat of force, controlled substances, or a sex-related offense.

Section 4. Reliance by Licensing Authority on Results of Fingerprint-Based Criminal Records Background Checks

The Board of Selectmen may utilize the results of any fingerprint-based criminal records background check performed pursuant to Sections 2 and 3 of this Article 54 for the sole purpose of determining the applicant's suitability for the proposed occupational activity. The Board of Selectmen may deny an application for any license specified herein, including renewals and transfers thereof, if it determines that the results of the fingerprint-based criminal records background check render the applicant unsuitable for the proposed occupational activity. The Board of Selectmen shall consider all applicable laws, regulations and Town policies bearing on an applicant's suitability in making this determination.

No application shall be denied on the basis of information contained in a criminal record until the applicant has been afforded a reasonable time, as determined by the Board of Selectmen, to correct or complete the information, or, after being afforded the opportunity has declined to do so.

Section-5. Town Policy

The Police Department, subject to the approval of the Board of Selectmen, shall develop and

maintain written policies and procedures for its licensing-related criminal record background check system.

Section-6. Fees

Each applicant for a license listed in Section 2 above shall pay a fee of \$100.00, of which \$30.00 shall be deposited into the Firearms Fingerprint Identity Verification Trust Fund, as specified by Chapter 6, Section 172B1/2 of the Massachusetts General Laws.”

Chief of Police, James Hicks, spoke to this article. Discussion on the article ensued. Moved by Mr. Pierce, seconded by Mr. Hughes to move the question and end debate on this article. ***The motion to end debate on Article 40 passed by a two-thirds vote. The main motion under Article 40 passed by majority vote.***

ARTICLE 41: Street Acceptance: Main Street (Town Administrator)

To see if the Town will vote to accept Main Street as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Main Street, and any appurtenant drainage, utility or other easements related to said Main Street, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article, or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-1 on March 28, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 41.

MOTION: (requires two-thirds vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to accept Main Street as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Main Street, and any appurtenant drainage, utility or other easements related to said Main Street, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article.

Mr. Coviello, Town Engineer, spoke to this article. ***The main motion under Article 41 passed unanimously.***

ARTICLE 42: Rescission of Fees for Senior Citizens to Use the Fitness Room at the Community-Senior Center (Jerry Pierce, et al)

To see if the Town will vote to direct the Board of Selectmen to reconsider the policy of charging Senior Citizens a fee to use the Fitness Room at the new Community-Senior Center. This fee is tantamount to another tax on a population of many Natick residents who are already in need of financial assistance in order to stay in their homes. When members of the Natick community advocated town-wide for passage of the debt-exclusion override to build a new Community-Senior Center, there was no mention of fees to use the new Center. The intent of this Article is to provide financial relief for the Senior Citizens of Natick; to direct the Board of Selectmen to consider what was promulgated during the campaign for the new Community-Senior Center; or to take any action relative thereto.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 42, as none of the motions debated and voted achieved the requisite eight voted needed to provide such recommendation.

MOTION: (requires majority vote)

Moved by Mr. Pierce, seconded by Dr. Salamoff to move referral of the subject matter of Article 42 to the Council on Aging.

Dylan Hayre, Chair of the Council on Aging spoke to this article.

The motion to refer the subject matter of Article 42 to the Council on Aging passed unanimously.

The Moderator recognized Chief Hicks to make an announcement regarding the 13th Annual Peace Officers ceremony which will be held in front of the Police Station on Thursday, May 16th at 10:00 AM. The Moderator thanked the Town Clerk's office and staff for their preparation for Town Meeting; Mr. Walters-Young for his work making sure that the Articles are visible on the screen to Town Meeting Members; Pegasus for their continued support and the Pages who carry the microphones throughout the meeting.

ARTICLE 43: Committee Article (Board of Selectmen)

To hear the reports of the several Town officers and reports of committees authorized by vote of any further Town Meeting and to authorize a sum of money for the purpose thereof, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on March 14, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 43.

MOTION: (requires majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to hear the reports of the several Town officers and reports of committees authorized by vote of any further Town Meeting.

Mr. Ostroff said that the reports to be heard are from the MBTA Station Advisory Committee and Cochituate Rail Trail Committee. The Moderator asked, without objection, that the motion be modified to include the names of the Committees. *The motion to hear the reports of those two committees passed by majority vote.*

Mr. Ostroff gave the reports of the two committees.

Mr. Linehan rose to thank the Finance Committee for their work during this budget season.

Mr. Munnich, seconded by Mr. Glater moved to dissolve the 2013 Spring Annual Town Meeting. *The motion to dissolve passed by a two-thirds vote. The 2013 Spring Annual Town Meeting dissolved at 9:40 PM on Tuesday, May 14, 2013.*

A record of the Sixth Session of
2013 Spring Annual Town Meeting
May 14, 2013

Diane Packer, Town Clerk

**WARRANT
FALL ANNUAL TOWN MEETING
TOWN OF NATICK
OCTOBER 15, 2013**

THE COMMONWEALTH OF THE MASSACHUSETTS

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on **Tuesday Evening October 15, 2013 at 7:30 PM**, then and there to act on the articles listed below:

- | | |
|------------|--|
| Article 1 | Report from South Middlesex Regional Vocational Technical
School District Regarding Roof Replacement Project |
| Article 2 | Personnel Board Classification and Pay Plan |
| Article 3 | Street Acceptance: Portion of Summer Street |
| Article 4 | Committee Article |
| Article 5 | Amend Zoning By-Laws: Limited Salesroom for Motor Vehicles |
| Article 6 | Amend Section 6-3 of the Charter to Allow Greater Flexibility Re:
Comptroller Position |
| Article 7 | Senior Tax Work Program (to Specify up to 125 Hours of Work vs
Current \$1,000 Dollar Limit) |
| Article 8 | Amend Town By-Laws Re: Contracts/Procurement |
| Article 9 | Feasibility Study of the Kennedy Middle School |
| Article 10 | Rescind Authorized, Unissued Debt |
| Article 11 | Appropriation from Receipts Reserved Funds from Bernardi
Development to Fund Purchase of Foam Concentrate for the
Natick Fire Department |
| Article 12 | Unpaid Bills |
| Article 13 | Fiscal 2014 Omnibus Budget Article |
| Article 14 | Stabilization Fund |
| Article 15 | Stabilization Fund – Operating/Rainy Day |
| Article 16 | Stabilization Fund – Capital |
| Article 17 | Collective Bargaining |
| Article 18 | Capital Equipment |
| Article 19 | Capital Improvement |
| Article 20 | Retirement Board – Section 101 Increase |
| Article 21 | Retirement Board – COLA Increase |
| Article 22 | Retirement Board – Statutory Minimum Survivor Allowance |
| Article 23 | Amend Zoning By-Laws: Modification of the Dimensional
Requirements of the RS Zoning Districts to Encourage the
Development of Compact, Energy Efficient Dwelling Units |

An attested copy may be viewed at the following locations: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Center, Boden Lane; Precinct 3: Kennedy Middle School, 1 Philip J. Lucier Drive; Precinct 4: TCAN, 14 Summer Street; Precinct 5: Wilson Middle School, 24 Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, 41 Bacon Street; Precinct 8: Natick Senior High School, 15 West Street; Precinct 9: Community

Senior Center, 117 East Central Street and Precinct 10: Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town web site www.natickma.gov.



Nicholas S. Mabardy, Clerk

2013 Fall Annual Town Meeting

Fine and Performing Arts Center

Natick High School

October 15, 2013

First Session

The First Session of the 2013 Fall Annual Town Meeting was duly noticed and posted for the prescribed time and place, consistent with the Natick By-laws. Consistent with the Town of Natick best practices, the Town administration, Board of Selectmen, Finance Committee and Town Moderator provided Representative Town Meeting Members with advisory notices similar to the following:

In accordance with the Natick Home Rule Charter and Natick By-Laws, the Fall Annual Town Meeting must commence on the 3rd Tuesday of October each year, which in 2013 is October 15. However a Special State Primary election is scheduled for that date. Holding Town Meeting while an election is underway is inconsistent with Town past practices and interests. After consultation with Town Counsel, it has been determined that the Town Moderator and a small number of Representative Town Meeting Members will assemble on the 15th. Thereafter, the Town Moderator will declare that a quorum has not been met - effectively adjourning the First Session of Fall Annual Town Meeting to October 17th. Town Meeting will not act on Tuesday, October 15, 2013 and members should first attend Town Meeting on Thursday, October 17, 2013.

Members heeding the above advisories caused the Town Moderator, Frank W. Foss, to not call the First Session of Fall Annual Town Meeting to order at the prescribed time and place - 7:30 PM at the Fine and Performing Arts Center at the Natick High School. The Town Moderator, in his opinion, waited a reasonable period of time for a quorum to be present, whereas at 7:48 PM he declared that a quorum was not assembling and was likely not to occur that evening. Therefore, the Town Moderator declared that he would not be calling the meeting to order.

At that time, Mr. Hughes moved, seconded by Ms. Gloff, to adjourn. ***The motion to adjourn passed by unanimous vote. The meeting adjourned at 7:50 PM until Thursday October 17th at 7:30 PM.***

A record of the First Session of
2013 Fall Annual Town Meeting
October 15, 2013

Frank Foss, Town Moderator

**2013 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 17, 2013
Second Session**

The Second Session of the 2013 Fall Annual Town Meeting was called to order at 7:35 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2013 Fall Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to new Town Meeting Members and then all Town Meeting Members stood for the Pledge of Allegiance and a moment of silence in recognition of those serving on our behalf around the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration of Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and ***Town Meeting Time***. Any person having a monetary or

equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. By rule, indefinite postponement shall be considered a negative main motion and may be entered by the Moderator whenever any main motion or subsidiary motion is in order. This shall not change the order of precedence of motions as specified in Article 3, Section 6 of our By-Laws or any other practice regarding indefinite postponement as specified in the Natick Home Rule Charter, the Natick By-Laws or ***Town Meeting Time***. Without objection, the preceding statements were accepted as rules of 2013 Spring Annual Town Meeting.

At that time the Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney, seconded by Ms. Ball to waive reading the text of all 2013 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously.***

The Moderator made several announcements regarding upcoming events.

Ms. Collins rose for the following point of order: The Town of Natick Home Rule Charter, Article 2 Section 2-11(b) Initiation of Articles states: The board of selectmen shall receive all petitions which are addressed to it and which request the submission of particular subject matter to the representative town meeting and which are filed by: (1) any elected town officer, (2) any multiple member body, acting by a majority of its members, (3) any ten voters, (4) such other persons or agencies as may be authorized by law, or by by-law.

Since the “Retirement Board,” sponsor of Articles 20, 21, and 22, doesn’t fall into any of these categories, I suggest that articles 20, 21, and 22 are not properly before this body and therefore should not be taken up by Town Meeting. I recognize that the sponsor has requested a vote of “no action” however since these articles should never have been placed on the warrant in the first place, I believe that even a vote of “no action” would be improper.

The Moderator told Town Meeting that he became aware of this issue during the Finance Committee deliberations and since we are not likely to take up Articles 20, 21 and 22 this evening he will rule on this point of order at the next meeting.

ARTICLE 1: Report from South Middlesex Regional Vocational Technical School District Regarding Roof Replacement Project (Town Administrator)

To see if the Town will vote to receive a report from the South Middlesex Regional Vocational Technical School District regarding the Massachusetts School Building Authority’s invitation for said School to participate in the Accelerated Repair Program in conducting a feasibility study for a roof replacement project, or otherwise act thereon.

RECOMMENDATION: By a vote of 14-0-0 on September 3, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 1.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to receive a report from the South Middlesex Regional Vocational Technical School District regarding the Massachusetts School Building Authority's invitation for said School to participate in the Accelerated Repair Program in conducting a feasibility study for a roof replacement project.

The motion to hear the report under Article 1 passed by majority vote.

Superintendent Lynch spoke to this article. Prior to the presentation Mr. Lynch announced that he is retiring this year and introduced Mr. Jonathan Edwards who will be the next Superintendent of the South Middlesex Regional Vocational School District. Mr. Lynch gave a presentation on the accelerated roof repair project.

ARTICLE 2: Personnel Board Classification and Pay Plan (Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the By-Laws by amending the Classification and Pay Plan as referenced in Article 24, Section 3, by deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on September 12, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 2.

MOTION (requires majority vote):

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to amend the By-Laws by changing in its entirety the Classification and Pay Plan for Full Time Positions that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan for Full Time Positions is as follows:

Full-Time Positions

Town of Natick
Classification and Pay Plan
Fiscal Year 2014
Effective July 1, 2013

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 100,000.00	\$ 115,000.00	\$ 128,000.00	\$ 145,000.00
5	\$ 85,000.00	\$ 98,333.33	\$ 111,666.67	\$ 125,000.00
4	\$ 70,000.00	\$ 81,666.67	\$ 93,333.33	\$ 105,000.00
3	\$ 55,000.00	\$ 63,333.33	\$ 71,666.67	\$ 80,000.00
2	\$ 47,000.00	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
1	\$ 32,000.00	\$ 40,500.00	\$ 49,000.00	\$ 57,500.00

GRADE 6

Chief of Police
Deputy Town Adm./Dir. Of Finance
Fire Chief

GRADE 5

Comptroller
Deputy Chief of Police
Deputy Town Administrator
Director of Community Development
Director of Community Services
Director of Facilities Management
Director of Finance
Director of Information Technology
Director of Public Works

GRADE 4

Building Commissioner
Director Morse Library
Director of Assessing
Director of Council on Aging & Human Services
Director of Recreation & Parks
Director Personnel
Director Public Health
Environmental Compliance Officer
Staff Accountant
Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Comptroller
Assistant Director of Council on Aging
Assistant Director Recreation & Parks
Assistant Library Director Morse Library
Assistant Treasurer/Collector
Benefits Manager
Communications/Information Officer
Director Bacon Free Library
Director, Recreation Programs/Special Events
Economic Development Planner
Environmental Health Agent
Facility Custodial Manager

GRADE 3 Continued

Facility Maintenance Manager
Farm Director
Golf Course Manager
Housing/General Planner
Information System Network Administrator
Information Systems Data Base Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Procurement Manager
Public Health Nurse
Senior Environmental Health Specialist
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director Bacon Free Library
Assistant Director of Council on Aging
Assistant Farm Director
Clinical Social Worker
Data Analyst
Executive Assistant
Golf Course Superintendent
Office Administrator Farm
Payroll Manager
Personnel Coordinator
Sanitarian
Senior Executive Assistant
Social Worker
Special Assistant to Director Community Services
Special Assistant to Director of Facility Maintenance
Special Assistant to Director of Finance
Special Needs Coordinator

GRADE 1

Animal Control Officer
Golf Course Assistant Superintendent
Golf Professional
Outreach Coordinator
Student Officers

Mr. Levinsky moved, seconded by Mr. Yang to amend Article 2 by deleting the position of “Director of Finance” in Grade 5 and adding “/Operations” to the end of the title of Deputy Town Administrator also in grade 5. The new title will read “Deputy Town Administrator/Operations”. Mr. Levinsky detailed the changes that were being made. Discussion on the main motion and the amendment ensued at the same time. Ms. Williamson Ostroff moved, seconded by Mr. Sidney to amend Article 2 by deleting Assistant Director of Council on Aging from Grade 2. Ms. White noted that the position had been moved to Grade 3 and should not appear in Grade 2. The Moderator ruled that Town Meeting would vote on the last amendment separately.

The motion to amend Article 2 by deleting Assistant Director of Council on Aging from Grade 2 passed by majority vote.

Discussion ensued on the amended main motion. Moved by Mr. Pierce, seconded by Mr. Gath to move the question and close debate on this question. ***The motion to close debate passed by two-thirds vote. The amendment to the amended main motion under Article 2 passed by majority vote. The amended main motion to Article 2 passed by majority vote.***

ARTICLE 3: Street Acceptance – Portion of Summer Street (Board of Selectmen)

To see if the Town will vote to accept a portion of Summer Street as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of a portion of Summer Street, and any appurtenant drainage, utility or other easements related to said Summer Street, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this Article. Or otherwise act thereon.

RECOMMENDATION: By a vote of 10-2-0 on September 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 3.

MOTION (requires two-thirds majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to accept a portion of Summer Street as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of a portion of Summer Street, and any appurtenant drainage, utility or other easements related to said Summer Street, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this article.

Mr. Coviello, the Town Engineer, spoke to this article. ***The main motion under Article 3 passed unanimously.***

ARTICLE 4: Committee Article (Board of Selectmen)

To see if the Town will vote to receive the reports of Town officers, boards, and committees, or otherwise act thereon.

RECOMMENDATION: By a vote of 12-2-0 on September 3, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 4.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to receive the reports from: the MBTA Advisory Committee, the Zoning By-Law Review Committee, the Strategic Planning Review Committee, the Natick Center Cultural District Advisory Board.

The main motion to hear the reports passed by majority vote. Mr. Ostroff made the presentation for the MBTA Station Advisory Committee; Mr. Hughes made the presentation for the Zoning By-Law Review Committee; Ms. Adelman Foster made the presentation for the Strategic Planning Review Committee and Mr. Levinsky made the presentation for the Natick Center Cultural District Advisory Board.

ARTICLE 5: Amend Zoning By Laws: Limited Salesroom for Motor Vehicles (Planning Board)

To see if the Town will vote to amend the Zoning Bylaws to add a new use of “Limited Salesroom for Motor Vehicles”; or otherwise act thereon.

RECOMMENDATION: By a vote of 8-0-3 on September 24, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 5.

MOTION (requires two-thirds majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Zoning Bylaws be amended by adding a new use “Limited Salesroom for Motor Vehicles” as follows:

In Section 200 – DEFINITIONS insert:

“Limited Salesroom for Motor Vehicles: A retail establishment for the sale of Motor Vehicles with Class I license per MGL c. 140 s. 59 having no more than four vehicles on site for sale, test driving or display, with no repair services.”

In Section III-A.2 Use Regulations Schedule insert:

	BUSINESS USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INIT	H
23A	Limited salesroom for motor vehicles	O	O	O	O	O	O	(*)	A	O	O	O

In Section III-D USE REGULATIONS FOR LC DISTRICTS insert a new subsection:

“1.k.1. Limited salesroom for motor vehicles.”

In Section III-E DOWNTOWN MIXED USE DISTRICT DM insert a new subsection:

“2.b.10.a. Limited salesroom for motor vehicles.””

Mr. Munnich spoke to this article. *The main motion under Article 5 passed by a two-thirds vote.*

Mr. Ostroff moved, seconded by Ms. Gloff to postpone consideration of Article 6 until Tuesday, October 22, 2013. *The motion to postpone consideration of Article 6 until Tuesday, October 22nd passed unanimously.*

ARTICLE 7: Senior Tax Work Program (to Specify up to 125 Hours of Work vs Current \$1,000 Dollar Limit (Council on Aging)

To see if the Town will vote, pursuant to Massachusetts General Laws Chapter 59, Section 5K, which Section was previously accepted by the Town of Natick, to adjust the maximum reduction of the real property tax bill to be based on 125 volunteer service hours to the Town in a given tax year, rather than \$1,000, or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on September 24, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 7.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Massachusetts General Laws Chapter 59, Section 5K, which Section was previously accepted by the Town of Natick, to adjust the maximum reduction of the real property tax bill to be based on 125 volunteer service hours to the Town in a given tax year, rather than \$1,000.

Ms. Salamoff, Chair of the Council Aging Board spoke to this article. *The main motion under Article 7 passed by majority vote.*

ARTICLE 8: Amend Town By Laws Re: Contracts/Procurement (Town Administrator)

To see if the Town will vote to amend the Town By-Laws, Specifically Article 41, Section 1, by deleting in their entirety the second, third and fifth paragraphs therein, or otherwise act thereon.

RECOMMENDATION: By a vote of 9-2-0 on September 12, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 8.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Town By-Laws, specifically Article 41, Section 1, by deleting in their entirety the second, third and fifth paragraphs therein, and by adding at the end of the first paragraph the following sentence: "Such policies shall prescribe procurement procedures for architectural and engineering consulting services for which no procurement process is required by applicable Massachusetts law."

Ms. White spoke to this article. Mr. Connolly moved, seconded by Mr. Maguire to amend the main motion by removing all the text after the word "therein," and inserting ".". The amendment to the main motion did not pass. *The main motion under Article 8 passed by majority vote.*

Dr. Salamoff moved, seconded by Mr. Gath to adjourn. *The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:05 PM until Tuesday, October 22nd at 7:30 PM.*

A record of the Second Session of
2013 Fall Annual Town Meeting
October 17, 2013

Diane Packer, Town Clerk

**2013 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 22, 2013
Third Session**

The Third Session of the 2013 Fall Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2013 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. Town Meeting Members stood for the Pledge of Allegiance and a moment of silence in recognition of those serving on our behalf around the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Carol Gloff, Chair of the Board of Selectmen.

The Moderator announced that the general rules and procedures that had been agreed upon at the previous session of Town Meeting were still in effect. In addition, he reiterated that any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon. The motion to waive the reading of articles and motions is still in effect.

The Moderator made several announcements regarding upcoming events. The Moderator ruled on the point of order raised by Ms. Collins at the previous meeting. Mr. Foss ruled that the petitioning board (The Retirement Board) was not a multiple member board of the Town as required by the Natick Home Rule Charter and therefore Articles 20, 21 and 22 are not appropriately before the body and the only acceptable motion will be one of "no action".

ARTICLE 6: Amend Section 6 3 of the Charter to Allow Greater Flexibility Re: Comptroller Position (Board of Selectmen)

To see if the Town will vote to amend the Town Charter, specifically by deleting in its entirety the fourth sentence of Section 6-3, paragraph (a) and replacing it with the following: "The comptroller shall devote his entire time, as committed to and agreed upon by the Board of Selectmen, to the performance of his duties and the supervision of the employees of his department." Or otherwise act thereon.

RECOMMENDATION: The Finance Committee did not have any recommendation on the subject matter of Article 6.

MOTION (requires majority vote):

Moved by Ms. Gloff, seconded by Mr. Hughes that the Town vote to refer the subject matter of Article 6 to the Board of Selectmen.

Ms. Gloff spoke to this article. *The motion to refer Article 6 to the Board of Selectmen passed by majority vote.*

ARTICLE 9: Feasibility Study of the Kennedy Middle School (Superintendent of Schools)

To see if the Town of Natick will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Committee for a feasibility study of the Kennedy Middle School, 165 Mill Street, Natick, MA, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town.

RECOMMENDATION: By a vote of 13-0-0 on September 24, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 9.

MOTION (requires two-thirds majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town of Natick appropriate the amount of seven hundred and fifty thousand (\$750,000) dollars for the purpose of paying costs of the feasibility study of the Kennedy.

Mr. Hurley spoke to this article. Discussion ensued on the article. *The main motion under Article 9 passed by two-thirds vote.*

ARTICLE 10: Rescind Authorized, Unissued Debt (Town Administrator)

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects, or otherwise act thereon.

RECOMMENDATION: By a vote of 15-0-0 on September 19, 2013, the Finance Committee recommends no action with regard to the subject of Article 10.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 10.

The motion to take no action on the subject matter of Article 10 passed unanimously.

ARTICLE 11: Appropriation from Receipts Reserved Funds from Bernardi Development to Fund Purchase of Foam Concentrate for the Natick Fire Department (Board of Selectmen)

To see if the Town will vote to appropriate the sum of \$9,625 from mitigation funds from the Bernardi Auto Group Expansion Project, pursuant to a decision of the Natick Planning

Board, said funds to be expended under the direction of the Natick Fire Chief for the purchase of foam concentrate for the Natick Fire Department to assist in the suppression of fires and/or spills, or otherwise act thereon.

RECOMMENDATION: By a vote of 13-1-0 on September 3, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 11.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$9,625 from mitigation funds from the Bernardi Auto Group Expansion Project, pursuant to a decision of the Natick Planning Board, said funds to be expended under the direction of the Natick Fire Chief for the purchase of foam concentrate for the Natick Fire Department to assist in the suppression of fires and/or spills.

Ms. White spoke to this article. *The main motion under Article 11 passed unanimously.*

ARTICLE 12: Unpaid Bills (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATION: By a vote of 14-0-0 on September 3, 2013, the Finance Committee recommends no action with regard to the subject of Article 12.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 12.

The motion to take no action on the subject matter of Article 12 passed unanimously.

ARTICLE 13: Fiscal 2014 Omnibus Budget Article (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2014 (July 1, 2013 through June 30, 2014) and to provide for a reserve fund for Fiscal Year 2014, and to see what budgets for Fiscal Year 2014 will be reduced to offset said additional appropriations, or otherwise act thereon.

RECOMMENDATION: By votes of 11-0-0 (Motion A) and 11-0-0 (Motion B) on September 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 13.

MOTION A (Requires a Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to reduce the following appropriations voted at the 2013 Spring Annual Town Meeting commencing on April 23, 2013 under Article 12 as follows:

Article 12, Motion I1 G/C Debt Service Principal	\$ (18,210)
Article 12, Motion I1 G/C Debt Service Interest	\$ (23,427)
Total	\$ (41,637)

And that to meet this reduction, the following sources of funding be reduced as follows:

Article 12, Motion I1 Tax Levy of Fiscal Year 2014	\$ (20,000)
Article 12, Motion I1 Golf User Fees	\$ (21,637)
Total	\$ (41,637)

Ms. White gave an update on the FY 2014 budget as part of this article and prior to that took the opportunity to introduce the new Building Commissioner, David Gusmini. At the end of her presentation Ms. White announced that Mr. Walters Young would be leaving at the end of the calendar year. She publicly thanked Mr. Walters Young for his dedication and hard work.

Motion A under Article 13 passed unanimously.

MOTION B (Requires a Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$549,285 as amendments to the following appropriations voted at the 2013 Spring Annual Town Meeting commencing on April 13, 2013 under Article 12 as follows:

Article 12, Motion B Police Expenses	\$ 16,000
Article 12, Motion E Selectmen Salaries	\$ 20,000
Article 12, Motion E Selectmen Expenses	\$ 85,000
Article 12, Motion G Debt Service Principal	\$ 224,600
Article 12, Motion G Debt Service Interest	\$ 148,912
Article 12, Motion H1 W/S Debt Service Principal	\$ 5,000
Article 12, Motion H1 W/S Debt Service Interest	\$ 49,773
Total	\$ 549,285

And that to meet this appropriation, the sum of \$549,285 be raised from the following sources:

Free Cash	\$ 437,614
Water/Sewer User Fees	\$ 54,773
Premiums	\$ 16,077
Tax Levy of Fiscal Year 2014	\$ 40,821
Total	\$ 549,285

Motion B under Article 13 passed unanimously.

ARTICLE 14: Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund under Article 22 of the warrant for Annual

Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on September 26, 2013, the Finance Committee recommends no action with regard to the subject of Article 14.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 14.

The motion to take no action on the subject matter of Article 14 passed unanimously.

ARTICLE 15: Stabilization Fund – Operating/Rainy Day (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on September 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 15.

MOTION (requires two-thirds majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$856,633 from Free Cash, for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Ms. White spoke to this article. *The main motion under Article 15 passed by two-thirds vote.*

ARTICLE 16: Stabilization Fund – Capital (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on September 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 16.

MOTION (requires two-thirds majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$3,774,632, from the following sources: \$2,334,123 from Free Cash and 1,440,509 from the Tax Levy, for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Ms. White spoke to this article. *The main motion under Article 16 passed by two-thirds vote.*

ARTICLE 17: Collective Bargaining (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) Local 1707 International Association of Firefighters
- b) The Deputy Fire Chiefs Association

Or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on September 26, 2013, the Finance Committee recommends no action with regard to the subject of Article 17.

MOTION (requires majority vote):

The motion to take no action on the subject matter of Article 17 passed unanimously.

ARTICLE 18: Capital Equipment (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

RECOMMENDATION: By a vote of 15-0-0 on September 19, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 18.

MOTION A (two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$459,310 to be expended under the direction of the Natick Public Schools for the purpose of installing a public safety radio system at the Memorial School, under the direction of the Police Department for the purpose of replacing two (2) police cruisers and upgrading video lab equipment, under the direction of the Fire Department for the purpose of replacing a turnout gear/firefighter protective clothing and dive team equipment, under the direction of the Department of Public Works for the purpose of replacing guardrails and dumpsters, under the direction of the Department of Community Services for the purpose of replacing Recreation Bus #1, and under the direction of the Facilities Management Department for the purpose of replacing a boiler and installing direct digital controls at the Cole Recreation Center and replacing air conditioner compressors at the Wilson Middle School, individually shown as items 1, 2, 3, 5, 6, 9, 10, 11, 12, and 13 in Table A below, and that to meet this appropriation the sum of \$459,310 be raised from the Capital Stabilization Fund.

Article 18, Motion A, Table 18 - Capital Equipment - 2013 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Schools	Memorial Radio System	Capital Stab. Fund	\$ 40,000
2	Police	Replace Police Cruisers	Capital Stab. Fund	\$ 75,560
3	Police	Upgrade Video Lab Equipment	Capital Stab. Fund	\$ 14,000
5	Fire	Replace Turn Out Gear / F.F. Protective Clothing	Capital Stab. Fund	\$ 60,000
6	Fire	Dive Team Equipment	Capital Stab. Fund	\$ 14,750
9	Public Works	Replace Guardrails	Capital Stab. Fund	\$ 10,000
10	Public Works	Replace Dumpsters	Capital Stab. Fund	\$ 10,000
11	Community Svs.	Replace Rec Bus #1	Capital Stab. Fund	\$ 60,000
12	Facilities	Replace Boiler & DDC Controls (Cole Rec. Center)	Capital Stab. Fund	\$ 75,000
13	Facilities	Replace A/C Compressors - Wilson	Capital Stab. Fund	\$ 100,000

Appropriation under Article 18: MOTION A	\$ 459,310
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Ms. White spoke to all the capital articles at that time. She noted that all the Department Heads are available to answer any questions.

Mr. Forshner moved, seconded by Ms. Coughlin to amend Article 18, Motion A by deleting line item #13 and reducing the appropriation to \$359,310. Discussion ensued on the amendment. Mr. Pierce moved, seconded by Mr. Griesmer to move the question and close debate on the amendment. ***The motion to close debate passed unanimously.***

The Moderator announced that it would be necessary to count the vote. The amendment to the main motion did not pass (58 yes and 69 no). ***Motion A under Article 18 passed by two-thirds vote.***

MOTION B (two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$1,130,000 to be expended under the direction of the Fire Department for the purpose of replacing Engine 5, under the direction of the Department of Public Works for the purpose of replacing a trash packer (S-35) and replacing a street sweeper (H-62), and under the direction of the Facilities Management Department for the purpose of replacing direct digital controls at the Bennett-Hemenway School, individually shown as items 4, 7, 8, and 14, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,130,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$1,130,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 18, Motion B, Table B - Capital Equipment - 2013 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
4	Fire	Replace Engine 5	Tax Levy Borrowing	\$ 520,000
7	Public Works	Replace S-35 (Trash Packer)	Tax Levy Borrowing	\$ 275,000
8	Public Works	Replace H-62 (Street Sweeper)	Tax Levy Borrowing	\$ 185,000
14	Facilities	Replace DDC Controls - Ben-Hem	Tax Levy Borrowing	\$ 150,000
Appropriation under Article 18: MOTION B				\$ 1,130,000

Motion B under Article 18 passed by two-thirds vote.

MOTION C (two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$355,000 to be expended under the direction of the Department of Public Works for the purpose of replacing a dump truck with plow (W-22) and a backhoe with plow (W-14), individually shown as items 15 and 16 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$355,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$355,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 18, Motion C, Table C - Capital Improvement - 2013 Fall Annual Town Meeting

15	Water/Sewer	Replace W-22 (Dump Truck w/Plow)	W/S Borrowing	\$ 220,000
16	Water/Sewer	Replace W-14 (Backhoe w/Plow)	W/S Borrowing	\$ 135,000
Appropriation under Article 18: MOTION C				\$ 355,000

Motion C under Article 18 passed by two-thirds vote.

MOTION D (majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$96,000 to be expended under the direction of the Department of Public Works for the purpose of replacing a truck with plow (W-28) and a 1 ton work truck (W-21), individually shown as items 17 and 18 in the Table D below, and that to meet this appropriation the sum of \$96,000 be raised from Water/Sewer Retained Earnings.

Article 18, Motion D, Table D - Capital Improvement - 2013 Fall Annual Town Meeting

17	Water/Sewer	Replace W-28 (Truck w/Plow)	W/S Retained Earn.	\$ 53,000
18	Water/Sewer	Replace W-21 (1 Ton Work Truck)	W/S Retained Earn.	\$ 43,000
Appropriation under Article 18: MOTION D				\$ 96,000

Motion D under Article 18 passed unanimously.

MOTION E (two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$100,000 to be expended under the direction of the Facilities Maintenance Department for the purpose of replacing a boiler and installing direct digital controls at the Cole Recreation Center, individually shown as item 12 in the Table E below, and that to meet this appropriation the sum of \$100,000 be transferred from unexpended bond proceeds raised by vote of the 2011 Spring Annual Town Meeting under Article 13, Motion B, Item #8 - Interior Renovations (Cole).

Article 18, Motion E, Table E - Capital Improvement - 2013 Fall Annual Town Meeting

12	Facilities	Replace Boiler & DDC Controls (Cole Rec. Center)	Reappropriation	\$	100,000
Appropriation under Article 18: MOTION E				\$	100,000

Motion E under Article 18 passed unanimously.

ARTICLE 19: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

RECOMMENDATION: By a vote of 10-2-0 on September 26, 2013, the Finance Committee recommends favorable action with regard to the subject of Article 19.

MOTION A (Two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$340,000 to be expended under the direction of the Natick Public Schools for the purpose of replacing a playground at Memorial School, under the direction of the Department of Community Services for the purpose of historic restorations, under the direction of the Town Clerk for the purpose of preserving historic documents and improving storage in the Town Clerk's vault, under the direction of the Community Development Department for the purpose of improving Main Street and and under the direction of the Facilities Management Department for replacing carpet at the Lilja School, individually shown as items 1, 4, 5, 6, 7 and 9 in the Table A below, and that to meet this appropriation the sum of \$340,000 be raised from the Capital Stabilization Fund.

Article 19, Motion A, Table A - Capital Improvement - 2013 Fall Annual Town Meeting

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1	Public Schools	Replace Memorial Playground	Capital Stab. Fund	\$ 100,000
4	Comm. Serv.	Historic Restorations	Capital Stab. Fund	\$ 15,000
5	Town Clerk	Preservation of Historical Documents	Capital Stab. Fund	\$ 100,000
6	Town Clerk	Town Vault Storage	Capital Stab. Fund	\$ 30,000
7	Comm. Devel.	Main Street Improvements	Capital Stab. Fund	\$ 50,000
9	Facilities	Replace Carpet - Lilja	Capital Stab. Fund	\$ 45,000

Appropriation under Article 19: MOTION A				\$ 340,000
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Motion A under Article 19 passed by two-thirds vote.

MOTION B (two-thirds vote required):

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to appropriate the sum of \$1,725,000 to be expended under the direction of the Department of Public Works for the improvement of drainage along Willow Street, under the direction of the Department of Community Services for the purpose of making improvements to Cole North Field, and under the direction of the Facilities Maintenance Department for the purpose of replacing windows at the Johnson School, individually shown as items 2, 3, and 8 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,725,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$1,725,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 19, Motion B, Table B - Capital Improvement - 2013 Fall Annual Town Meeting

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
2	Public Works	Drainage Improvements - Willow Street	Tax Levy Borrowing	\$ 350,000
3	Comm. Serv.	Cole North Field Improvements	Tax Levy Borrowing	\$ 1,200,000
8	Facilities	Replace Windows - Johnson	Tax Levy Borrowing	\$ 175,000

Appropriation under Article 14: MOTION B				\$ 1,725,000
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Mr. Coffey moved, seconded by Mr. Yang to remove item #3 from the other items in Article 19 and allow it to be debated and voted on separately. ***The motion to divide item #3 from Motion B passed by majority vote.***

The Moderator ruled that item #3 would be taken up first. Mr. Coffey moved, seconded by Ms. Coughlin to refer item #3 to the Community Services Department. Mr. Sidney moved, seconded by Mr. Gath to waive the reading of the motion. ***The motion to waive the reading of the motion passed unanimously. The motion to refer item #3 under Motion B of Article 19 failed. The positive main motion for item #3 of Motion B, Article 19 passed by two-thirds vote.***

Mr. Sidney moved, seconded by Mr. Gath to waive the reading of the remainder of Motion B, Article 19. *The motion to waive the reading of the motion passed unanimously. The positive motion for the remainder of the items (2 and 8) in Motion B, Article 19 passed unanimously.*

MOTION C (two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$220,000 to be expended under the direction of the Department of Public Works for the purpose of improvements to sewer infrastructure along Speen Street, individually shown as item 10 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$220,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$220,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

Article 19, Motion C, Table C - Capital Improvement - 2013 Fall Annual Town Meeting				
10	Water/Sewer	Speen Street Sewer Work	W/S Borrowing	\$ 220,000
Appropriation under Article 19: MOTION C				\$ 220,000

Motion C, under Article 19 passed unanimously.

MOTION D (majority vote required):

Moved by Mr. Everett seconded by Mr. Freedman that the Town vote to appropriate the sum of \$200,000 to be expended under the direction of the Community Services for the purpose of making improvements to Cole North Field, individually shown as item 3 in the Table D below, and that to meet this appropriation the sum of \$200,000 be raised from mitigation funds from the Chrysler Road 40B project.

Article 19, Motion D, Table D - Capital Improvement - 2013 Fall Annual Town Meeting				
3	Comm. Serv.	Cole North Field Improvements	Receipts Reserved	\$ 200,000
Appropriation under Article 19: MOTION D				\$ 200,000

Motion D under Article 19 passed unanimously.

MOTION E (two-thirds vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$125,000 to be expended under the direction of the Facilities Maintenance Department for the purpose of replacing windows at the Johnson School, individually shown as item 8 in the Table E below, and that to meet this appropriation the sum of \$125,000 be transferred from unexpended bond proceeds raised by vote of the 2010 Fall Annual Town Meeting under Article 10, Item #1 - Johnson - Replace Boilers.

Article 19, Motion E, Table E - Capital Improvement - 2013 Fall Annual Town Meeting

8	Facilities	Replace Windows - Johnson	Reappropriation	\$	125,000
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Appropriation under Article 19: MOTION E **\$ 125,000**

Motion E under Article 19 passed unanimously.

ARTICLE 20: Section 101 Increase (Retirement Board)

To see if the Town will vote to approve the Natick Retirement Board's vote to adopt the provisions Sections 27 and 28 of Chapter 131 of the Acts of 2010 to amend Massachusetts General Laws, Chapter 32, Section 101, to increase the benefit provided therein to widows and widowers of the Natick Retirement System from \$6,000 to \$9,000.00 per year.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 20.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 20.

The motion to take no action on the subject matter of Article 20 passed by majority vote.

ARTICLE 21: COLA Increase (Retirement Board)

To see if the Town will vote to approve the Natick Retirement Board's vote to increase the cost of living for retirees and survivors of the Natick Retirement System from \$12,000.00 to \$13,000.00 for FY 15; to \$14,000 for FY 16; to \$15,000 for FY 17; to \$16,000 for FY 18; to \$17,000 for FY 19; and to \$18,000 for FY 20 consistent with the provision of Section 19 of Chapter 188 of the Acts of 2010.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 21.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 21.

The motion to take no action on the subject matter of Article 21 passed by majority vote.

ARTICLE 22: Statutory Minimum Survivor Allowance (Retirement Board)

To see if the Town will vote to approve the Natick Retirement Board's vote to adopt the provisions of Section 30 of Chapter 176 of the Acts of 2011 to increase the statutory minimum payment made to the survivors of deceased members of the Natick Retirement System pursuant to Massachusetts General Laws, Chapter 32, Section 12(2)(d), from \$250 to \$500.

RECOMMENDATION: The Finance Committee has no recommendation with regard to the subject of Article 22.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken on the subject matter of Article 22.

The motion to take no action on the subject matter of Article 22 passed by majority vote.

Prior to taking up Article 23, the Moderator thanked the Town Clerk's office, the Pages, Pegasus, and the Natick High School staff that help during Town Meeting.

ARTICLE 23: Amend Zoning By-Laws: Modification of the Dimensional Requirements of the RS Zoning Districts to Encourage the Development of Compact, Energy, Efficient Dwelling Units (Randy Johnson, et al)

To see if the Town will vote to amend the Zoning By-Laws to allow the creation of small, energy efficient dwelling units, facilitated by the revision of the dimensional requirements of the RS zoning districts for dwelling units complying with specific energy conservation and life safety requirements.

RECOMMENDATION: By a vote of 13-0-0 on September 19, 2013, the Finance Committee recommends referral to the Sponsor, the Planning Board, and the Community Development Department with regard to the subject of Article 23.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town refer the subject matter of Article 23 to the Sponsor, the Planning Board, and the Community Development Department.

The motion to refer the subject matter of Article 23 to the Sponsor, the Planning Board, and the Community Development Department passed unanimously.

Mr. Sidney moved, seconded by Ms. Salamoff to dissolve. *The motion to dissolve passed unanimously. The 2013 Fall Annual Town Meeting dissolved at 10:45 PM on Tuesday, October 22, 2013.*

A record of the Third Session of
2013 Fall Annual Town Meeting
October 22, 2013

Diane Packer, Town Clerk

Section IV

Financial Reports

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
TAX RATE RECAPITULATION

FISCAL 2014

OF
NATICK
City / Town / District

I. TAX RATE SUMMARY

Ia. Total amount to be raised (from Iie) \$ 142,003,756.51
Ib. Total estimated receipts and other revenue sources (from IIie) 48,567,091.00
Ic. Tax levy (Ia minus Ib) \$ 93,436,665.51
Id. Distribution of Tax Rates and levies

CLASS	(b) Levy percentage (from LA - 5)	(c) LC above times each percent in col (b)	(d) Valuation by class (from LA - 5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	76.9723%	71,920,350.49	5,071,958,730	14.18	71,920,374.79
Net of Exempt					0.00
Open Space	0.0000%	0.00	0.		0.00
Commercial	20.6377%	19,283,178.72	1,359,882,270	14.18	19,283,130.59
Net of Exempt					0.00
Industrial	0.5537%	517,358.82	36,485,100	14.18	517,358.72
SUBTOTAL	98.1637%		6,468,326,100		91,720,864.10
Personal	1.8363%	1,715,777.49	121,001,510	14.18	1,715,801.41
TOTAL	100.0000%		6,589,327,610		93,436,665.51

Board of Assessors of NATICK
City / Town / District

MUST EQUAL 1C

NOTE : The Information was Approved on 11/20/2013.

Janice D'Angelo, Dir. of Assessing, Natick, 508-647-6420
Assessor

11/12/2013 1:59 PM Signing for the Board, signatures on file.
Date (Comments)

Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By Andrew Nelson
Date : 20-NOV-13
Approved : Gerard Perry
Director of Accounts


(Gerard D. Perry)

TAX RATE RECAPITULATION

FISCAL 2014

NATICK

City / Town / District

II. Amounts to be raised

Ila. Appropriations (col.(b) through col.(e) from page 4)

\$ 138,132,755.00

Ilb. Other amounts to be raised

1. Amounts certified for tax title purposes
2. Debt and interest charges not included on page 4
3. Final court judgements
4. Total overlay deficits of prior years
5. Total cherry sheet offsets (see cherry sheet 1-ER)
6. Revenue deficits
7. Offset receipts deficits Ch. 44, Sec. 53E
8. Authorized Deferral of Teachers' Pay
9. Snow and Ice deficit Ch. 44, Sec. 31D
10. Other (specify on separate letter)

25,000.00
0.00
0.00
0.00
257,572.00
0.00
0.00
0.00
712,114.58
0.00

TOTAL Ilb (Total lines 1 through 10)

994,686.58

Ilc. State and county cherry sheet charges (C.S. 1-EC)

1,526,412.00

Ild. Allowance for abatements and exemptions (overlay)

1,349,902.93

Ile. Total amount to be raised (Total Ila through Ild)

\$ 142,003,756.51

III. Estimated receipts and other revenue sources

IIla. Estimated receipts - State

1. Cherry sheet estimated receipts (C.S. 1-ER Total)
2. Massachusetts school building authority payments

12,363,740.00
0.00

TOTAL IIla

12,363,740.00

IIlb. Estimated receipts - Local

1. Local receipts not allocated (page 3, col.(b), Line 24)
2. Offset Receipts (Schedule A-1)
3. Enterprise Funds (Schedule A-2)
4. Community Preservation Funds (See Schedule A-4)

10,591,750.00
0.00
13,997,987.00
0.00

TOTAL IIlb

24,589,737.00

IIlc. Revenue sources appropriated for particular purposes

1. Free cash (page 4, col.(c))
2. Other available funds (page 4, col.(d))

6,313,951.00
5,299,663.00

TOTAL IIlc

11,613,614.00

IIId. Other revenue sources appropriated specifically to reduce the tax rate

- 1a. Free cash..appropriated on or before June 30, 2013
- b. Free cash..appropriated on or after July 1, 2013
2. Municipal light source
3. Teachers' pay deferral
4. Other source :

0.00
0.00
0.00
0.00
0.00

TOTAL IIId

0.00

IIle. Total estimated receipts and other revenue sources

\$ 48,567,091.00

(Total IIla through IIId)

IV. Summary of total amount to be raised and total receipts from all sources

- a. Total amount to be raised (from Ile)
- b. Total estimated receipts and other revenue sources (from IIle)
- c. Total real and personal property tax levy (from Ic)
- d. Total receipts from all sources (total IVb plus IVc)

\$ 142,003,756.51
\$ 48,567,091.00
\$ 93,436,665.51
\$ 142,003,756.51

LOCAL RECEIPTS NOT ALLOCATED *
TAX RATE RECAPITULATION

NATICK

City/Town/District

	(a) Actual Receipts Fiscal 2013	(b) Estimated Receipts Fiscal 2014
==> 1 MOTOR VEHICLE EXCISE	4,338,121.00	4,023,000.00
2 OTHER EXCISE		
==> a.Meals	825,997.00	0.00
==> b.Room	1,224,470.00	697,000.00
==> c.Other	3,218.00	3,000.00
==> 3 PENALTIES AND INTEREST ON TAXES AND EXCISES	529,700.00	455,000.00
==> 4 PAYMENTS IN LIEU OF TAXES	35,301.00	35,000.00
5 CHARGES FOR SERVICES - WATER	0.00	0.00
6 CHARGES FOR SERVICES - SEWER	0.00	0.00
7 CHARGES FOR SERVICES - HOSPITAL	0.00	0.00
8 CHARGES FOR SERVICES - SOLID WASTE FEES	1,019,244.00	1,050,000.00
9 OTHER CHARGES FOR SERVICES	1,492,335.00	1,460,000.00
10 FEES	0.00	0.00
11 RENTALS	49,780.00	50,000.00
12 DEPARTMENTAL REVENUE - SCHOOLS	0.00	0.00
13 DEPARTMENTAL REVENUE - LIBRARIES	0.00	0.00
14 DEPARTMENTAL REVENUE - CEMETERIES	0.00	0.00
15 DEPARTMENTAL REVENUE - RECREATION	184,073.00	186,750.00
16 OTHER DEPARTMENTAL REVENUE	651,739.00	660,000.00
17 LICENSES AND PERMITS	1,847,847.00	1,425,000.00
18 SPECIAL ASSESSMENTS	13,130.00	14,000.00
==> 19 FINES AND FORFEITS	193,106.00	183,000.00
==> 20 INVESTMENT INCOME	89,485.00	150,000.00
==> 21 MEDICAID REIMBURSEMENT	100,000.00	100,000.00
==> 22 MISCELLANEOUS RECURRING (PLEASE SPECIFY)	19,551.00	100,000.00
23 MISCELLANEOUS NON-RECURRING (PLEASE SPECIFY)	1,171,662.00	0.00
24 TOTALS	\$ 13,888,759.00	\$ 10,591,750.00

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the Fiscal 2014 tax rate recapitulation form by the City, Town or District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

Virginia Cabili, Comptroller, Natick, 508-647-9435

11/12/2013 1:13 PM

Accounting Officer

Date

* Do not include receipts in columns (a) or (b) that were voted by the City / Town / District Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or revolving funds on Schedule A-3. Written documentation should be submitted to support increases / decreases of estimated receipts to actual receipts.

==> Written documentation should be submitted to support increases/ decreases of FY 2013 estimated receipts to FY2014 estimated

CERTIFICATION OF APPROPRIATIONS AND SOURCES OF FUNDING
TAX RATE RECAPITULATION

FISCAL 2014

NATICK

City / Town / District

APPROPRIATIONS							AUTHORIZATIONS	
							MEMO ONLY	
City / Town Council or Town Meeting Dates	FY*	(a) Total Appropriations of Each Meeting	(b) .. From Raise and Appropriate	(c) From Free Cash See B-1	(d) From Other Available Funds See B-2	(e) From Offset Receipts (See A-1), Enterprise Funds (See A-2), or Community Preservation Fund (See A-4)	(f) ... Revolving Funds (See A-3)	(g) Borrowing Authorization
04/23/2013	2013	-375,000.00	0.00	0.00	0.00	-375,000.00	0.00	0.00
04/23/2013	2014	132,038,907.00	113,083,403.00	2,685,581.00	4,049,651.00	12,220,272.00	375,000.00	3,687,750.00
10/15/2013	2014	6,488,848.00	1,481,330.00	3,628,370.00	1,250,012.00	109,136.00	0.00	4,180,000.00
Totals		138,132,755.00	114,564,733.00	6,313,951.00	5,299,663.00	11,954,408.00		
		Must Equal Cols. (b) thru (e)						

I hereby certify that the appropriations correctly reflect the votes taken by City / Town / District Council.

NATICK Diane Packer, Town Clerk, Natick, 508-847-6432
City/Town/District Clerk

11/12/2013 12:09 PM
Date

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al

Fiscal Year 2014

NATICK
City / Town / District

- A-2(1ST)
Type of enterprise fund/statutory reference
Fund Description : SASSAMON TRACE GOLF FUND

	(a) FY 2013	(b) FY 2014
	Actual Revenues	Estimated Revenues
1. Enterprise revenues & available funds		
User charges	\$573,172.00	\$529,163.00 *
Connection Fees	\$0.00	\$0.00
Other departmental revenue	\$0.00	\$0.00
Investment income	\$0.00	\$0.00
Total revenues	\$573,172.00	\$529,163.00
Retained earnings appropriated **	\$38,361.00	\$45,171.00
Other enterprise available funds	\$0.00	\$0.00
Specify SUBSIDY	\$310,000.00	\$0.00
Total current year revenues and available funds	\$919,533.00	\$574,334.00
Retained earnings appropriated for PY costs **		\$0.00
Other enterprise available funds for PY costs		\$0.00
Total revenues and available funds for PY costs		\$0.00 To Recap pg 2
Total revenues and available funds	\$919,533.00	\$574,334.00 Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation by town meeting / city council.

NOTE : The Information was Approved on 11/20/2013.

I hereby certify that the amount of retained earnings reported in Part 1 column (b) correctly reflects the votes of town meeting/city council.

Diane Packer, Town Clerk, Natick, 508-847-8432
(Clerk)

11/12/2013 12:05 PM
(Date)

I hereby certify that the actual revenues as shown in Part 1 column (a) are to the best of my knowledge correct and complete.

Virginia Cahill, Comptroller, Natick, 508-847-8435
(Accounting Officer)

11/12/2013 1:11 PM
(Date)

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere in the Tax Rate or Pro Forma Recap.

Jeanne Dandoelo, Dir. of Assessing, Natick, 508-847-8420
(Board of Assessors)

11/12/2013 12:10 PM Signing for the Board of Assessors, elsewhere on file
(Date) (Comments)

NATICK	A-2(1ST)	SASSAMON TRACE GOLF FUND
City or Town	Types of Enterprise Fund	Fund Description
2. Total costs appropriated		
a. Costs appropriated in the enterprise fund		
SAL & WAGES		\$305,677.00
EXPENSES		\$293,497.00
CAPITAL OUTLAY		\$10,000.00
RESERVE FUND		\$0.00
OTHER APPROP IN ENT. FUND	DEBT SERVICE	\$245,160.00
PY costs approp from retained earnings or other enterp available funds		\$0.00
		(Must equal total part 1b)
Total costs appropriated in enterprise fund		\$854,334.00 2a
b. Costs appropriated in the general fund		
HEALTH INSURANCE		\$0.00
PENSION		\$0.00
SHARED EMPLOYEES		\$24,884.00
SHARED FACILITY		\$7,362.00
OTHER2		\$0.00
OTHER3		\$0.00
Total costs appropriated in general fund		\$32,246.00 2b
Total costs		\$886,580.00 2a+2b
3. Calculation of subsidy (see instructions)		
Revenue and available funds		\$574,334.00 (Part 1 col b)
Less : Total costs		\$886,580.00 (Part 2)
Less : Prior year deficit		\$0.00 (To Recap Pg 2)
(Negative represents subsidy)		\$-312,246.00
4. Sources of funding for costs appropriated in the enterprise fund		
a. Revenue and available funds		\$854,334.00 (To Recap Pg 4 col e)
b. Taxation		\$0.00
c. Free Cash		\$0.00
d. Non-enterprise Available Funds		\$0.00
Total sources of funding for costs appropriated in the enterprise fund.		\$854,334.00 (Must equal total part 2a)

NOTE : The information was Approved on 11/20/2013.

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al

Fiscal Year 2014

NATICK
City / Town / District

A-2(2ND)
Type of enterprise fund/statutory reference
Fund Description : WATER/SEWER ENTERPRISE

	(a) FY 2013 Actual Revenues	(b) FY 2014 Estimated Revenues	
1. Enterprise revenues & available funds			
User charges	\$12,023,829.03	\$12,362,753.00	*
Connection Fees	\$269,944.04	\$70,000.00	*
Other departmental revenue	\$1,630,171.41	\$1,104,900.00	*
Investment Income	\$12,776.00	\$15,000.00	*
Total revenues	\$13,936,720.48	\$13,552,653.00	
Retained earnings appropriated **	\$1,291,746.00	\$96,000.00	
Other enterprise available funds	\$39,369.00	\$150,000.00	
Specify	\$0.00	\$0.00	
Total current year revenues and available funds	\$15,267,835.48	\$13,798,653.00	
Retained earnings appropriated for PY costs **		\$-375,000.00	
Other enterprise available funds for PY costs		\$0.00	
Total revenues and available funds for PY costs		\$-375,000.00	To Recap pg 2
Total revenues and available funds	\$15,267,835.48	\$13,423,653.00	Part III B, line 3

* Written documentation should be submitted to support increases/decreases of estimated to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation by town meeting / city council.

NOTE : The Information was Approved on 11/20/2013.

I hereby certify that the amount of retained earnings reported in Part 1 column (b) correctly reflects the votes of town meeting/city council.

Diane Packer, Town Clerk, Natick, 508-647-6432 11/12/2013 12:05 PM
(Clerk) (Date)

I hereby certify that the actual revenues as shown in Part 1 column (a) are to the best of my knowledge correct and complete.

Virginia Cahill, Comptroller, Natick, 508-647-6435 11/12/2013 1:11 PM
(Accounting Officer) (Date)

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere in the Tax Rate or Pro Forma Recap.

Jeanne D'Amelio, Dir. of Assessing, Natick, 508-647-6420 11/12/2013 12:11 PM Signing for the Board, signatures on file.
(Board of Assessors) (Date) (Comments)

NATICK City or Town	A-2(2ND) Types of Enterprise Fund	WATER/SEWER ENTERPRISE Fund Description	
2. Total costs appropriated			
a. Costs appropriated in the enterprise fund			
SAL & WAGES		\$1,828,958.00	
EXPENSES		\$7,063,205.00	
CAPITAL OUTLAY		\$246,000.00	
RESERVE FUND		\$200,000.00	
OTHER APPROP IN ENT. FUND	DEBT SERVICE	\$2,136,911.00	
PY costs approp from retained earnings or other enterpr available funds		\$-375,000.00	(Must equal total part 1b)
Total costs appropriated in enterprise fund		\$11,100,074.00	2a
b. Costs appropriated in the general fund			
HEALTH INSURANCE		\$0.00	
PENSION		\$0.00	
SHARED EMPLOYEES		\$1,421,554.00	
SHARED FACILITY		\$902,025.00	
OTHER2		\$0.00	
OTHER3		\$0.00	
Total costs appropriated in general fund		\$2,323,579.00	2b
Total costs		\$13,423,653.00	2a+2b
3. Calculation of subsidy (see instructions)			
Revenue and available funds		\$13,423,653.00	(Part 1 col b)
Less : Total costs		\$13,423,653.00	(Part 2)
Less : Prior year deficit		\$0.00	(To Recap Pg 2)
(Negative represents subsidy)		\$0.00	
4. Sources of funding for costs appropriated in the enterprise fund			
a. Revenue and available funds		\$11,100,074.00	(To Recap Pg 4 col e)
b. Taxation		\$0.00	
c. Free Cash		\$0.00	
d. Non-enterprise Available Funds		\$0.00	
Total sources of funding for costs appropriated in the enterprise fund.		\$11,100,074.00	(Must equal total part 2a)
NOTE : The information was Approved on 11/20/2013.			

BUREAU OF ACCOUNTS
SCHEDULE A-3 FOR FISCAL 2014
REVOLVING FUNDS CH.44 §.53E1/2

NATICK
City / Town / District

(A) Date of Vote	(B) Department Authorized to Spend	(C) Type of Receipts Credited	(D) FY2013 Actual Revenues	(E) FY2014 Receipts Authorized
04/23/2013	Council on Aging	Transportation Fares	\$0.00	\$15,000.00
04/23/2013	Public Works	Sale of Surplus Vehicles	\$110,086.00	\$40,000.00
04/23/2013	Morse Library	Overdue Fines	\$53,057.00	\$85,000.00
04/23/2013	Morse Library	Rental of Facilities	\$10,820.00	\$25,000.00
04/23/2013	Council on Aging	Rental of Facilities	\$35,983.00	\$75,000.00
04/23/2013	Board of Health	Immunization Fees	\$21,555.00	\$40,000.00
04/23/2013	Council on Aging	Program Fees	\$7,518.00	\$95,000.00
TOTAL			\$239,019.00	\$375,000.00

NOTE : The Information was Approved on 11/20/2013.

* This amount must agree with page 4, column (f) of the Tax Rate and Pro Forma Recap forms. If the amount in column (e) is greater than the amount in column (d), additional documentation for the increase may be requested.

The total of all revolving funds pursuant to this law cannot exceed 10% of the prior fiscal year's tax levy. Each department's revolving fund cannot exceed 1% of the prior fiscal year's tax levy.

I hereby certify that the actual revenues as shown in column (d) are to the best of my knowledge correct and complete.

Virginia Cahill, Comptroller, Natick 508-547-8435
(Accounting Officer)

11/12/2013 1:12 PM
(Date)

We hereby attest that the receipts listed above have not been used as a revenue source elsewhere on the Tax Rate or the Pro Forma Recap.

Janice DiNapoli, Dir. of Assessing, Natick 508-547-8420
(Board of Assessors)

11/12/2013 12:12 PM Signing for the Board, signatures on file.
(Date) (Comments)

BUREAU OF ACCOUNTS
SCHEDULE B-1
FREE CASH CERTIFICATION AND APPROPRIATION

Fiscal Year 2014

NATICK

City / Town / District

PART I

1. 7/1/2012 FREE CASH CERTIFICATION	\$	6,791,984.00
ADD:		
2. FREE CASH UPDATE		0.00
TOTAL		6,791,984.00
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION		
3. FY 2013 RECAP		3,363,690.00
4. FY 2014 RECAP		2,685,581.00
BALANCE OF UNAPPROPRIATED FREE CASH	\$	742,713.00

PART II

1. 7/1/2013 FREE CASH CERTIFICATION	\$	6,827,707.00
ADD:		
2. FREE CASH UPDATE		0.00
TOTAL		6,827,707.00
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION		
3. FY 2014 RECAP		3,628,370.00
BALANCE OF UNAPPROPRIATED FREE CASH	\$	3,199,337.00

NOTE : The Information was Approved on 11/20/2013.

Virginia Cabili, Comptroller, Natick 508-647-5435
(Accounting Officer)

11/12/2013 1:12 PM
(Date)

BUREAU OF ACCOUNTS
SCHEDULE B-2 FOR FISCAL 2014
SOURCES AND USES OF OTHER AVAILABLE FUNDS

NATICK
City / Town / District

Date of Appropriation	Source of Fund	Use of Fund	Col. A Amount In Fund when Appropriation was made	Col. B Amount of Appropriation
4/23/13	Parking Meter Receipts	Parking Enforcement	182,633.00	60,000.00
4/23/13	Capital Stabilization	Capital Expense & Debt Service	3,691,483.00	699,079.00
4/23/13	Title V Septic	Gen. Fund Budget Support	135,860.00	7,684.00
4/23/13	School Building Assistance Rcpts	Debt Service	1,344,103.00	123,167.00
4/23/13	Reserved Bond Premiums	Debt Service	1,258,206.00	90,681.00
4/23/13	Overlay Surplus	Gen. Fund Budget Support	1,102,394.00	500,000.00
4/23/13	Capital Stabilization	Capital Equipment	3,457,979.00	630,840.00
4/23/13	Capital Stabilization	Capital Improvements	2,827,139.00	295,000.00
4/23/13	Chrysler Road Mitigation Funds	Capital Improvements	3,049,510.00	516,200.00
4/23/13	Mathworks Mitigation Funds	Capital Improvements	1,507,420.00	1,127,000.00
10/15/13	Bernardi Auto Expansion	Foam Concentrate-Fire Department	9,625.00	9,625.00
10/15/13	Reserved Bond Premium	Debt Service	1,167,525.00	16,077.00
10/15/13	Capital Stabilization	Capital Equipment	2,532,139.00	459,310.00
10/15/13	Capital Reappropriation	Capital Equipment	100,143.00	100,000.00
10/15/13	Capital Stabilization	Capital Improvements	2,072,829.00	340,000.00
10/15/13	Chrysler Road Mitigation Funds	Capital Improvements	2,533,310.00	200,000.00
10/15/13	Capital Reappropriation	Capital Improvements	220,702.00	125,000.00
TOTAL				5,299,663.00

(Must equal Recap page 4 column d)

Column (A) must be greater than or equal to the amount of the appropriation in Column (B) at the time of the appropriation unless otherwise specified by general or special law.

NOTE : The information was Approved on 11/20/2013.

Virginia Cahill, Comptroller, Natick 508-947-5435
(Accounting Officer)

11/12/2013 1:12 PM
(Date)

BUREAU OF ACCOUNTS
SCHEDULE DE-1
DEBT EXCLUSION FORM

City / Town

NATICK

Fiscal Year: 2014

(A) BALLOT VOTE	(B) PURPOSE(S) OF EXCLUSION VOTE	(C) DATE OF ORIGINAL ISSUANCE NOTE/BOND PER PURPOSE(S)	(D) TEMP OR PERM (T/P)	(E) FY2013 NET EXCLUDED DEBT SERVICE	(F) FY2013 GROSS DEBT SERVICE EXPENDED	(G) FY2014 GROSS DEBT SERVICE EXCLUDABLE	(H) REIMBURSEMENTS/ ADJUSTMENTS	(I) FY2014 NET EXCLUDED DEBT SERVICE
11/07/00	Wilson Middle School	04/15/04	P	641,120.50	764,287.50	744,487.50	123,167.00	621,321.00
11/07/00	Kennedy Middle School	04/15/04	P	108,000.00	108,000.00	104,000.00	0.00	104,000.00
03/30/10	Natick High School	06/15/11	P	3,183,464.50	3,358,587.50	3,295,887.25	459,983.00	2,835,704.00
03/30/10	Community Senior Center	06/15/11	P	702,192.00	736,900.00	724,650.00	163,339.00	621,311.00
03/30/10	Community Senior Center	06/01/12	P	123,625.00	123,628.00	121,725.00	17,359.00	104,366.00
03/30/10	Natick High School	06/15/13	P	0.00	0.00	421,587.00	421,587.00	0.00
03/30/10	Community Senior Center	06/15/13	P	0.00	0.00	32,104.00	32,104.00	0.00
TOTAL								4,278,782.00

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.
ADJUSTMENTS: Prior year interest not included, rate or term different than estimate

NOTE: The Information was Approved on 11/20/2013.

Yvonne Cebal, Coordinator, Natick 508-647-4131
(Financial Officer)

11/20/2013 3:12 PM
(Date)

MASSACHUSETTS DEPARTMENT OF REVENUE

DIVISION OF LOCAL SERVICES

ASSESSMENT/CLASSIFICATION REPORT FY2014

NATICK

City/Town/District

as of January 1, 2013

PROPERTY TYPE	ACCT/ PARCEL COUNT	CLASS 1 Residential Assessed Value	CLASS 2 Open Space Assessed Value	CLASS 3 Commercial Assessed Value	CLASS 4 Industrial Assessed Value	CLASS 5 Personal Property Assessed Value
101	8,481	3,862,863,400				
102	2,585	645,625,800				
MISC 103,109	39	28,435,900				
104	588	243,982,300				
105	79	32,977,800				
111-125	56	181,306,000				
130-32,108	857	59,037,100				
200-231	0		0			
300-393	565			1,344,144,400		
400-452	54				36,485,100	
CH 61 LAND	1		0	3,320		
CH 61A LAND	18		0	162,939		
CH 61B LAND	17		0	1,094,400		
012-043	52	17,730,430	0	14,477,211	0	
501	784					9,081,860
502	739					26,201,290
503	1					13,950
504,550-2	4					52,311,950
505	12					29,658,200
506	0					0
508	15					3,734,280
TOTALS	14,947	5,071,958,730	0	1,359,882,270	36,485,100	121,001,510
REAL AND PERSONAL PROPERTY TOTAL VALUE						6,589,327,610
EXEMPT VALUE						560,049,600

NOTE : The Information was Approved on 10/11/2013.

Submitted by: Board of Assessors

Jackie D'Amato, Dir. of Assessing, Natick, 508-647-6420.
(Board of Assessors)

10/4/2013 10:59 AM
(Date)

Signing for the BOA as chairman, Signatures on file.
(Comments)

TAX BASE LEVY GROWTH FY 2014 - LA13
Retain documentation for 5 years in case of DOR audit

PROPERTY CLASS	[A] FY 2013 VALUE BY CLASS (Committed/LA4)	No.	[B] FY 2013 REVISED & OMITTED VALUES	No.	[C] ABATEMENT VALUES	No.	[D] OTHER ADJUSTMENT VALUES	[E] FY 2013 ADJ VALUE BASE
RESIDENTIAL								
SINGLE FAMILY (101)	3,676,320,700	0	0	21	1,983,698	40	-2,219,400	3,672,117,602
CONDOMINIUM (102)	612,880,030	0	0	3	533,700	55	2,160,700	614,607,030
TWO & THREE FAMILY (104 & 105)	258,920,100	0	0	1	76,300	16	5,732,800	264,576,800
MULTI - FAMILY (111-125)	123,774,700	0	0	0	0	1	4,230,500	128,005,200
VACANT LAND (130-132 & 106)	61,976,800	0	0	1	137,000	55	-5,937,900	55,901,900
ALL OTHERS (103, 109, 012-018)	45,205,090	0	0	0	0	0	0	45,205,090
TOTAL RESIDENTIAL	4,779,077,420	0	0	26	2,730,698	167	3,966,700	4,780,313,422
OPENSACE	0	0	0	0	0	0	0	0
OPEN SPACE - CHAPTER 61, 61A, 61B	0	0	0	0	0	0	0	0
TOTAL OPEN SPACE	0	0	0	0	0	0	0	0
COMMERCIAL	1,290,015,551	0	0	12	1,203,400	7	1,745,200	1,290,557,351
COMMERCIAL - CHAPTER 61, 61A, 61B	1,264,659	0	0	0	0	3	-4,300	1,260,259
TOTAL COMMERCIAL	1,291,280,110	0	0	12	1,203,400	10	1,740,900	1,291,817,810
INDUSTRIAL	40,213,000	0	0	8	801,700	3	-3,489,400	36,141,900
PERSONAL PROPERTY	118,400,530							
TOTAL REAL & PERSONAL	6,228,971,060							

Actual ()
Pre Form ()

NOTE : The Information was Approved on 10/11/2013.

Joske, Director, Div. of Assessment, Natick, 508-617-5020.
signature signature

12/2/2013 11:11 AM
date

Electronic Pre-PCA as chairman, #Number on file
(document)

TAX BASE LEVY GROWTH FY 2014 - LA13
Retain documentation for 5 years in case of DOR audit

PROPERTY CLASS	REVAL %	[F] + or - REVAL ADJUSTMENT VALUES	[G] TOTAL ADJUSTED VALUE BASE	[H] FY 2014 PROPOSED VALUES	[I] NEW GROWTH VALUATION	[J] PRIOR YEAR TAX RATE	[K] TAX LEVY GROWTH
RESIDENTIAL							
SINGLE FAMILY (101)	0.04300	157,907,698	3,830,025,300	3,862,863,400	32,838,100		
CONDOMINIUM (102)	0.02156	13,251,470	627,758,500	645,625,800	17,867,300		
TWO & THREE FAMILY (104 & 105)	0.04451	11,776,100	276,351,700	276,990,100	608,400		
MULTI - FAMILY (111-126)	0.01623	2,077,400	130,082,600	181,308,000	51,223,400		
VACANT LAND (130-132 & 106)	0.01216	679,800	56,581,800	59,037,100	2,455,300		
ALL OTHERS (103, 109, 012-018)	0.01877	848,840	46,053,730	46,166,330	112,600		
TOTAL RESIDENTIAL	0.03902	186,540,208	4,986,853,630	5,971,958,730	106,105,100	14.34	1,507,207
OPENSACE	0.00000	0	0	0	0		
OPEN SPACE - CHAPTER 61, 61A, 61B	0.00000	0	0	0	0		
TOTAL OPEN SPACE	0.00000	0	0	0	0	0.00	0
COMMERCIAL	0.01027	13,251,660	1,303,809,011	1,358,621,611	54,812,800		
COMMERCIAL - CHAPTER 61, 61A, 61B	0.00032	400	1,260,659	1,260,659	0		
TOTAL COMMERCIAL	0.01029	13,252,060	1,305,069,670	1,359,882,270	54,812,800	14.34	788,013
INDUSTRIAL	0.00950	343,200	36,485,100	36,485,100	0	14.34	0
PERSONAL PROPERTY				121,001,510	14,842,161	14.34	209,968
TOTAL REAL & PERSONAL				6,589,327,610	174,559,861		2,503,189

Actual ()
Assessed ()

NOTE: The information was Approved on 10/11/2013.

Director, Division of Assessment Services, 508.547.8120
assessor's signature

10/10/2013 11:11 AM
date

Blanking for the BOA statement. Blanket on file.
(comments)

**DEPARTMENT OF REVENUE
MINIMUM RESIDENTIAL FACTOR COMPUTATION
FOR FY2014**

NATICK
City/Town/District

A	B	C	
Class	Full and Fair Cash Valuation	Percentage Share	
1. Residential	5,071,958,730	76.9723%	76.9723%
2. Open Space	0	0.0000%	
3. Commercial	1,359,882,270	20.6377%	23.0277%
4. Industrial	36,485,100	0.5537%	
5. Personal Property	121,001,510	1.8363%	
TOTALS	6,589,327,610	100.0000%	

Maximum Share of Levy for Classes Three, Four and Personal Property; 150% X $\frac{23.0277\%}{\text{Lines 3C+4C+5C}}$ $\frac{34.5416\%}{\text{Max \% Share}}$

Minimum Share of Levy for Classes One and Two: 100% -- $\frac{34.5416\%}{\text{Max \% Share}}$ $\frac{65.4584\%}{\text{Min \% Share}}$

Minimum Residential Factor (MRF)	$\frac{65.4584\%}{\text{Min \% Share}}$	$\frac{76.9723\%}{\text{Lines 1C+2C}}$	85.0415% Minimum Residential Factor
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MINIMUM RESIDENTIAL FACTOR 85.0415%

CHAPTER 58, SECTION 1A MANDATES A MINIMUM RESIDENTIAL FACTOR OF NOT LESS THAN 65%.
LA7 (6-94)

BUREAU OF ACCOUNTS
SCHEDULE OL-1
OVERLAY WORKSHEET FOR FISCAL 2014

City / Town / District **NATICK**

	A. FY2013	B. FY2012	C. FY2011	PRIOR YEARS	TOTAL
1. Overlay raised per recap	1,463,310.27	1,128,591.97	1,112,323.24		
2. Overlay deficits raised	0.00	0.00	0.00		
3. Less-total abatements and exemptions charged through 06/30/2013	453,369.19	450,401.49	567,507.84		
4. Less-amount transferred to overlay surplus if any	0.00	0.00	0.00		
5. Totals - should equal FY2013 balance sheet	1,009,941.08	678,190.48	544,815.40	1,155,268.92	3,388,215.88

Virginia Cahill, Comptroller, Natick 508-847-8435
(Accounting Officer)

11/12/2013 1:12 PM
(Date)

6. Potential additional liability (ATB Cases)	441,226.03	389,930.68	339,795.88	416,579.81	1,587,532.40
7. Total potential liability (add 3+6)	894,595.22	840,332.17	907,303.72		

NOTE : The information was Approved on 11/20/2013.

Janice D'Amico, Dir. of Assessing, Natick
508-847-8490
(Assessor)

11/12/2013 12:14 PM Signing for the Board, signed on file.
(Date) (Comments)

BUREAU OF ACCOUNTS
SCHEDULE OF AMOUNTS CERTIFIED FOR
TAX TITLE PURPOSES

(Recap/Pro Forma page 2, item IIB, line 1)

City/Town/District NATICK
Fiscal Year : 2014

Filing and recording fees including examiner's costs required by the Land Court	\$	<u>19,000.00</u>
Advertising and publishing costs	\$	<u>5,000.00</u>
Certified Mailing	\$	<u>1,000.00</u>
Other-(specify) _____		
TOTAL	\$	<u>25,000.00</u>

NOTE : The information was Approved on 11/20/2013.

Ted Jankowski, Treasurer, Natick, 508-647-8400
(Collector/Treasurer)

11/12/2013 1:22 PM
(Date)

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
FISCAL 2014 TAX LEVY LIMITATION FOR

NATICK
FOR BUDGET PLANNING PURPOSES

Final Tax Rate Set

I. TO CALCULATE THE FY 2013 LEVY LIMIT

A. FY 2012 Levy Limit	81,578,625	
A1. ADD Amended FY 2012 Growth	21,720	
B. ADD (IA + IA1) * 2.5%	2,040,009	
C. ADD FY 2013 New Growth	933,201	
C1. ADD FY 2013 New Growth Adjustment	0	
D. ADD FY 2013 Override	0	
E. FY 2013 Subtotal	84,573,555	I. \$84,573,555
F. FY 2013 Levy Ceiling	155,724,277	FY 2013 Levy Limit

II. TO CALCULATE THE FY 2014 LEVY LIMIT

A. FY 2013 Levy Limit from I.	84,573,555	
A1. ADD Amended FY 2013 Growth		
B. ADD (IIA + IIA1) * 2.5%	2,114,339	
C. ADD FY 2014 New Growth	2,503,189	
C1. ADD FY 2014 New Growth Adjustment	0	
D. ADD FY 2014 Override	0	
E. FY 2014 Subtotal	89,191,083	II. \$89,191,083
F. FY 2014 Levy Ceiling	164,733,190	FY 2014 Levy Limit

III. TO CALCULATE THE FY 2014 MAXIMUM ALLOWABLE LEVY

A. FY 2014 Levy Limit from II.	89,191,083
B. FY 2014 Debt Exclusion(s)	4,276,702
C. FY 2014 Capital Expenditure Exclusion(s)	0
D. FY 2014 Stabilization Fund Override	0
E. FY 2014 Other Adjustment	0
F. FY 2014 Water / Sewer	0
G. FY 2014 Maximum Allowable Levy	\$93,467,785

NOTE : The Information was Approved on 11/20/2013.

Janice D'Angelo, Clr. of Assessing, Natick 508-647-8420
(Board of Assessors)

11/22/2013 12:15 PM
(Date)

Storing to the Board, signatures on file.
(Comments)

DEPARTMENT OF REVENUE
BUREAU OF ACCOUNTS
CLASSIFICATION TAX ALLOCATION
NATICK

City / Town / District
Fiscal Year : 2014

Return to : Bureau of Accounts, Boston, Springfield, Worcester

1. The selected Residential Factor is ----- 1.000000

If you desire each class to maintain 100% of its full values tax share,
Indicate a residential factor of "1" and go to question 3.

2. In computing your residential factor, was a discount granted to Open Space ?

Yes ----- No ----- X

If Yes, what is the percentage discount ? -----

3. Was a residential exemption adopted ?

Yes ----- No ----- X

If Yes, please complete the following :

Class 1 Total Assessed Value	=	5,071,958,730	X	0	=	
Class 1 Total Parcel Count *		0		Selected Res. Exemption %		Residential Exemption

* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption ----- 0

Net value to be exempted ----- 0

4. Was a small commercial exemption adopted ?

Yes ----- No ----- X

% Selected ----- 0

If Yes, please complete the following :

No. of parcels eligible ----- 30

Total value of parcels ----- 0

Total value to be exempted -----

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

A	B	C	D
Class	Certified Full and Fair Cash Value Assessments	Percentage Full Value Shares of Total Tax Levy	New Percentage Shares of Total Tax Levy
Residential	5,071,958,730.00	76.9723 %	76.9723 %
Open Space	0.00	0.0000 %	0.0000 %
Commercial	1,359,882,270.00	20.6377 %	20.6377 %
Industrial	36,485,100.00	0.5537 %	0.5537 %
Personal Property	121,001,510.00	1.8363 %	1.8363 %
TOTAL	6,589,327,610.00	100.0000 %	100.0000 %

NOTE : The information is preliminary and is subject to change.

6. I hereby attest that notice was given to taxpayers that a public hearing on the issue of adopting the tax levy percentages for fiscal year 2014 would be held on 11/18/2013 (date), 7:00 P.M. (time), at E. Dlott Meeting Rm. 13 East Central St. (place), by Legal Notice Metrowest Newspaper on Nov. 7, 2013 (describe type of notice).

[Signature]

City/Town/District Clerk

7. We hereby attest that on 11/18/2013 (date), 7:00 P.M. (time), at E. Dlott Meeting Rm. 13 East Central St. (place) a public hearing on the issue of adopting the percentages for fiscal year 2014, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives at the hearing and that the percentages set forth above were duly adopted in public session on 11/18/2013 (date).

8. The LA-5 excess capacity is calculated as 31,119.49
We have been informed by the Assessors of excess levy capacity of 31,119.49

For cities : City Councilors, Aldermen, Mayor
For towns : Board of Selectmen
For districts : Prudential Committee or Commissioners

[Signatures]

_____	_____
(Date)	(Comments)
_____	_____
(Date)	(Comments)
_____	_____
(Date)	(Comments)
_____	_____
(Date)	(Comments)
_____	_____
(Date)	(Comments)
_____	_____
(Date)	(Comments)

NATICK

Municipality

Interim Year Adjustment Report
Bureau of Local Assessment - Department of Revenue
FY 2014

Non-Time Trended Data

Sale Ratio Study Time Period 1/5/2011 through 12/31/2012

Property Class	101	102	109, Misc	104	105	111-112	130-132	300's	400's
Current Year # of Parcels	8,481	2,585	39	588	79	58	857	565	54
Use Prior FY Assessed Values									
Total # of Sales > \$1000	329	198	0	28	3	4	62	38	7
# Arms-Length Sales	217	130	0	15	1	4	16	9	1
Prior Median ASR	0.93	0.98	0.00	0.94	0.95	0.98	0.85	0.91	0.95
C O D	8.75	5.50	0.00	8.37	0.00	3.17	5.22	15.21	0.00
Use Current FY Assessed Values									
Total # of Sales > \$1000	342	214	0	27	3	5	35	39	4
# Arms-Length Sales	240	178	0	12	2	4	1	10	0
% AL Sales/Parcels	2.8%	6.8%	0.0%	2.0%	2.5%	7.1%	0.1%	1.8%	0.0%
Current Median ASR	0.98	0.97	0.00	1.00	0.94	0.97	0.96	0.95	0.00
C O D	6.11	3.31	0.00	4.88	3.14	3.94	0.00	7.70	0.00
% Change of Median ASR's	6.1%	1.9%	0.0%	8.6%	-1.2%	-0.4%	0.8%	4.4%	-100.0%

* Statistical study results must conform to requirements as outlined in the "Guidelines to a Minimum Reassessment Program", section III B.

** Median and COD values are displayed to two places of decimals.

Commercial & Industrial

Have properties been adjusted ?

☒ Yes ☐ No

If adjusted, did you change:

☒ Capitalization rates

☐ Land values

☒ Rent schedules

☒ Building costs recalibrated

☒ Vacancy rates

☐ Depreciated tables

Other adjustments (explain):

NOTE: The Information was Approved on 10/07/2013.

We, the undersigned, have reviewed all classes of property and agree that in our judgement the valuation adjustments result in fair and equitable assessments both within and between all classes of property. Sufficient documentation has been developed to support all valuation adjustments and will be retained for 5 years.

Submitted by Board of Assessors:

Jedra Desautels, Director of Assessors, 10000 509-501-5150

Assessor Signature

10/4/2013 11:07 AM

Date

Florian Barthelemy, Chairman, 10000 509-501-5150

(Comments)

Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT

NATICK , for the Year Ending 6/30/13
(City, Town, County, District)

PART I: A. Cash and checks in office \$ 2,419.00

B. Non - Interest Bearing Checking Accounts

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Citizens	Student Activity Checking	N/A	13,676.54	
				N/A		
				N/A		
				N/A		
				N/A		
				N/A		\$13,676.54

C. Interest Bearing Checking Accounts

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Citizens	Student Activity Savings	0.04	1,732,585.54	
						\$1,732,585.54

D. Liquid Investments

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Bank of America	Comingled Funds	0.05	44,164.23	
Y	N	BankNorth	Comingled Funds	0.2	554,294.11	
Y	N	Citizens	Comingled Funds	0.04	8,118,916.69	
Y	N	Citizens	Health Reimbursement	0.02	24,372.65	
Y	N	Citizens	Law Enforcement	0.02	106,247.33	
Y	N	Citizens	Recreation	0.02	3,321,673.15	
Y	N	Citizens	Golf Enterprise	0.04	857,983.29	
Y	N	Citizens	Energy Assistance	0.04	2,365.61	
Y	N	Citizens	School Lunch	0.01	1,246,704.19	
Y	N	MMDT	Comingled Funds	0.29	568,968.17	
Y	N	MeroWest CU	Comingled Funds	0.02	15.95	
Y	N	Middlesex Svgs	Parking Fines	0.12	1,827,079.12	
Y	N	Middlesex Svgs	Historical Commission	0.2	40,795.51	
Y	N	Middlesex Svgs	Comingled Funds	0.2	74,000.14	
Y	N	Sovereign	Comingled Funds	0.4	10,940,068.02	
Y	N	Unibank	Comingled Funds	0.2	29,210,839.25	\$56,938,427.41

Note: Attach additional sheets if needed.

[illegible]

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Bank/North	Conservation	0.2	7,283,220.56	
Y	N	Citizens	Various Trust Funds	0.1	395,771.35	
Y	N	Eastern	Capital Planning	0.15	303,489.76	
Y	N	Eastern	Disability Commission	0.15	37,017.64	
Y	N	Middlesex	Various Trust Funds	0.22	681,681.06	
Y	N	Natick Federal	Walcott Trust	0.1	709.43	
Y	N	Sovereign	Stabilization	0.2	9,162,378.71	
						\$17,864,268.51

Note: Attach additional sheets if needed.

PART II.

I hereby certify that the foregoing schedule, setting forth the total cash in the custody of the Treasurer, is in agreement with the general ledger controls in my department.

Date

Accounting Officer

If the Accounting Officer does not sign PART II of this report, it will be considered as a non-reconciliation of the Treasurer's cash; therefore PART III must be completed.

Submit completed Report using the DLS Gateway system.
If a problem occurs with access or submission to Gateway, please contact: Gerry Cole at 617-626-4110 or cole@g@dor.state.ma.us

PART III.

Please Check Appropriate Box

☒ 1. Efforts are being made to reconcile differences as set forth below.

For the period ending	June 30, 2013
\$ cash balance per Treasurer:	76,551,377
\$ cash balance per Ledger:	76,542,835

☐ 2. Other reasons or extenuating circumstances for delinquency in filing this report as set forth below.

EXPLANATION:

Date

Accounting Officer

**Massachusetts Department of Revenue, Division of Local Services
Bureau of Accounts ~ Automated Statement of Indebtedness**

City/Town/District of: NATICK

FY2013

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2012	+ New Debt Issued	- Retirements	= Outstanding June 30, 2013	Interest Paid in FY2013
Buildings	18,903,000.00	250,000.00	2,452,000.00	16,701,000.00	542,737.00
Departmental Equipment	2,680,000.00	1,621,000.00	515,000.00	3,786,000.00	88,638.00
School Buildings	9,658,000.00	150,000.00	1,108,000.00	8,700,000.00	383,772.00
School - All Other	855,000.00	600,000.00	80,000.00	1,375,000.00	37,919.00
Sewer	4,593,717.00	1,915,000.00	842,287.00	5,666,430.00	145,229.00
Solid Waste				0.00	
Other Inside	2,368,700.00	500,000.00	356,200.00	2,512,500.00	77,212.00

SUB - TOTAL Inside	\$39,058,417.00	\$5,036,000.00	\$5,353,487.00	\$38,740,930.00	\$1,275,507.00
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Long Term Debt Outside the Debt Limit	Outstanding July 1, 2012	+ New Debt Issued	- Retirements	= Outstanding June 30, 2013	Interest Paid in FY2013
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	40,060,000.00	5,500,000.00	2,462,000.00	43,098,000.00	1,360,081.00
Sewer				0.00	
Solid Waste	2,056,000.00		345,000.00	1,711,000.00	38,800.00
Water	9,261,401.00	500,000.00	1,150,911.00	8,610,490.00	342,969.00
Other Outside	1,956,223.00	1,210,000.00	1,599,010.00	1,567,213.00	86,482.00

SUB - TOTAL Outside	\$53,333,624.00	\$7,210,000.00	\$5,556,921.00	\$54,986,703.00	\$1,828,332.00
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TOTAL Long Term Debt	\$92,392,041.00	\$12,246,000.00	\$10,910,408.00	\$93,727,633.00	\$3,103,839.00
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Please complete all sections of this report and return it to the Public Finance Section no later than September 30, 2013.

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____

Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____

Date: _____

Delivery By U.S. Mail	Phone/Fax	FedEx, UPS, Other Delivery
Public Finance Section	(617) 626-2399	Public Finance Section
Division of Local Services	(617) 626-2382	Division of Local Services
PO Box 9569	(617) 626-4110	100 Cambridge St.
Boston MA 02114-9569	Fax (617) 626-3916	Boston MA 02114

Short Term Debt	Outstanding July 1, 2012	+ Issued	- Retired	= Outstanding June 30, 2013	Interest Paid in FY2013
RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings				0.00	
Sewer				0.00	
Water				0.00	
Other BANs	0.00	117,000.00	0.00	117,000.00	0.00
SANs - State Grant Anticipation				0.00	
FANs - Federal Gr. Anticipation				0.00	
Other Short Term Debt				0.00	

TOTAL Short Term Debt	\$0.00	\$117,000.00	\$0.00	\$117,000.00	\$0.00
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GRAND TOTAL All Debt	\$92,392,041.00	\$12,363,000.00	\$10,910,408.00	\$93,844,633.00	\$3,103,839.00
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Purpose	Date of Vote	Authorized and Unissued Debt			
		Article Number	Amount Authorized	- Issued - Retired - Rescined	= Unissued 6/30/2013
Sewer System Rehab	04/25/13	14-Motion E	1,374,000.00	0.00	1,374,000.00
Sewer Line Replacement	04/25/13	14-Motion C #22	48,000.00	0.00	48,000.00
Springvale WTP Valves/Fi	04/25/13	14-Motion C #21	100,000.00	0.00	100,000.00
Springvale Energy Upgrad	04/25/13	14-Motion C #20	150,000.00	0.00	150,000.00
Prime Park Pump Station	04/25/13	14-Motion C #19	150,000.00	0.00	150,000.00
Town Forest Reservoir	04/25/13	14-Motion C #17	220,000.00	0.00	220,000.00
Ground Water Well Replac	04/25/13	14-Motion C #16	300,000.00	0.00	300,000.00
Police-HVAC Replace	04/25/13	14-Motion B #10	180,000.00	0.00	180,000.00
Memorial School Boiler Re	04/25/13	14-Motion B #9	400,000.00	0.00	400,000.00
JJ Lane Park	04/25/13	14-Motion B #8	110,000.00	0.00	110,000.00
Memorial School Lighting	04/25/13	14-Motion B #7	125,000.00	0.00	125,000.00
Field Fence Work	04/25/13	14-Motion B #6	140,750.00	0.00	140,750.00
Retaining Wall-Pond/Ceme	04/25/13	14-Motion B #4	455,000.00	0.00	455,000.00
Roads	04/25/13	14-Motion B #3	300,000.00	0.00	300,000.00
Police-Dispatch Center	04/25/13	14-Motion B #2	230,000.00	0.00	230,000.00
					\$4,282,750.00

SUB - TOTAL from additional sheet(s)	\$12,204,967.00
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TOTAL Authorized and Unissued Debt	\$16,487,717.00
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Please Complete Additional Sections if Needed

BUREAU OF ACCOUNTS, STATEMENT OF INDEBTEDNESS DETAIL

Long Term Debt Inside the Debt Limit Report by Issuance	Outstanding July 1, 2012	+ New Debt Issued	- Retirements	= Outstanding June 30, 2013	Interest Paid in FY2013
8/1/96-Library Addition	440,000.00	0.00	155,000.00	285,000.00	20,300.00
4/15/02-Sewer	100,000.00	0.00	10,000.00	90,000.00	4,960.00
4/15/02-Sewer	200,000.00	0.00	20,000.00	180,000.00	9,920.00
11/15/02-Sewer Engineering	31,441.00	0.00	31,441.00	0.00	786.00
9/1/03-Land Acquisition	153,700.00	0.00	81,200.00	72,500.00	4,524.00
4/15/04-School Construction	5,890,000.00	0.00	495,000.00	5,395,000.00	269,288.00
4/15/04-School Remodel	200,000.00	0.00	100,000.00	100,000.00	8,000.00
4/15/04-School Engineering	780,000.00	0.00	65,000.00	715,000.00	35,669.00
11/1/06-Sewer	1,575,000.00	0.00	105,000.00	1,470,000.00	62,081.00
3/15/08-Building Const	130,000.00	0.00	50,000.00	80,000.00	4,312.00
3/15/08-Library Addition	615,000.00	0.00	210,000.00	405,000.00	20,488.00
3/15/08-School Addition	140,000.00	0.00	55,000.00	85,000.00	4,650.00
3/15/08-School Addition	65,000.00	0.00	15,000.00	50,000.00	2,212.00
8/15/08-Surface Drain	610,000.00	0.00	110,000.00	500,000.00	22,400.00
8/15/08-Building Remodel	560,000.00	0.00	95,000.00	465,000.00	20,625.00
8/15/08-Sidewalk Construct	70,000.00	0.00	70,000.00	0.00	2,362.00
8/15/08-Equip-Fire	220,000.00	0.00	45,000.00	175,000.00	7,962.00
8/15/08-Equip	170,000.00	0.00	85,000.00	85,000.00	5,844.00
8/15/08-Equip	110,000.00	0.00	20,000.00	90,000.00	4,031.00
8/15/08-Equip	50,000.00	0.00	10,000.00	40,000.00	1,812.00
5/17/10-Sewer	46,431.00	0.00	15,477.00	30,954.00	0.00
6/15/10-Sewer	240,000.00	0.00	30,000.00	210,000.00	6,750.00
6/15/10-School Remodel	960,000.00	0.00	120,000.00	840,000.00	27,000.00
6/15/10-School Remodel	1,330,000.00	0.00	170,000.00	1,160,000.00	37,362.00
6/15/10-Building Remodel	320,000.00	0.00	40,000.00	280,000.00	9,000.00
6/15/10-Dept Equip	100,000.00	0.00	25,000.00	75,000.00	2,500.00
6/15/10-Dept Equip	85,000.00	0.00	15,000.00	70,000.00	2,288.00
6/15/10-Equip-Sewer	200,000.00	0.00	25,000.00	175,000.00	5,625.00
6/15/11-Building Remodel	8,405,000.00	0.00	445,000.00	7,960,000.00	293,000.00
6/15/11-Building Remodel	90,000.00	0.00	10,000.00	80,000.00	3,000.00
6/15/11-Building Remodel	135,000.00	0.00	15,000.00	120,000.00	4,500.00
6/15/11-School Remodel	220,000.00	0.00	25,000.00	195,000.00	7,350.00
6/15/11-School Remodel	245,000.00	0.00	30,000.00	215,000.00	8,200.00
6/15/11-School Remodel	95,000.00	0.00	15,000.00	80,000.00	3,150.00
6/15/11-Public Way	1,865,000.00	0.00	135,000.00	1,730,000.00	61,625.00
6/15/11-Public Way	95,000.00	0.00	25,000.00	70,000.00	3,250.00
6/15/11-Equip Ambulance	100,000.00	0.00	25,000.00	75,000.00	3,500.00
6/15/11-Equip Fire	120,000.00	0.00	30,000.00	90,000.00	4,200.00
6/15/11-Equip Fire	80,000.00	0.00	20,000.00	60,000.00	2,800.00
6/15/11-Equip Fire	360,000.00	0.00	40,000.00	320,000.00	12,000.00
6/15/11-Equip DPW	160,000.00	0.00	20,000.00	140,000.00	5,350.00
6/15/11-Equip DPW	160,000.00	0.00	20,000.00	140,000.00	5,350.00
6/1/12-Dept Equip	58,000.00	0.00	18,000.00	40,000.00	1,660.00

6/1/12-Equip DPW	190,000.00	0.00	30,000.00	160,000.00	6,150.00
6/1/12-Equip DPW	142,000.00	0.00	22,000.00	120,000.00	4,640.00
6/1/12-Equip DPW	125,000.00	0.00	20,000.00	105,000.00	4,000.00
6/1/12-Equip DPW	60,000.00	0.00	10,000.00	50,000.00	1,900.00
6/1/12-Equip DPW	130,000.00	0.00	20,000.00	110,000.00	4,200.00
6/1/12-Equip DPW	70,000.00	0.00	10,000.00	60,000.00	2,300.00
6/1/12-Equip Senior Citizen	120,000.00	0.00	20,000.00	100,000.00	3,850.00
6/1/12-Equipment	70,000.00	0.00	10,000.00	60,000.00	2,300.00
6/1/12-Senior Center Building	1,150,000.00	0.00	90,000.00	1,060,000.00	33,525.00
6/1/12-School Remodel	203,000.00	0.00	33,000.00	170,000.00	6,560.00
6/1/12-School Remodel	90,000.00	0.00	15,000.00	75,000.00	2,850.00
6/1/12-Building Remodel	99,000.00	0.00	19,000.00	80,000.00	3,130.00
6/1/12-Public Way	105,000.00	0.00	25,000.00	80,000.00	3,100.00
6/1/12-Building Remodel	155,000.00	0.00	25,000.00	130,000.00	5,000.00
6/1/12-Outdoor Rec Facility	80,000.00	0.00	20,000.00	60,000.00	2,350.00
6/1/12-School Remodel	220,000.00	0.00	35,000.00	185,000.00	7,150.00
6/1/12-School - Public Way	75,000.00	0.00	15,000.00	60,000.00	2,250.00
6/1/12-Building Remodel	791,000.00	0.00	81,000.00	710,000.00	24,620.00
6/1/12-Building Remodel	66,000.00	0.00	11,000.00	55,000.00	2,120.00
6/1/12-Building Remodel-S	504,000.00	0.00	54,000.00	450,000.00	15,580.00
6/1/12-Sewer	82,000.00	0.00	15,000.00	67,000.00	1,438.00
6/1/12-Building Construction	2,441,000.00	0.00	530,000.00	1,911,000.00	38,817.00
6/1/2012-Building Add-Lib	611,000.00	0.00	133,000.00	478,000.00	9,715.00
6/1/12-Sewer	205,000.00	0.00	34,000.00	171,000.00	3,737.00
6/1/12-Sewer	265,000.00	0.00	39,000.00	226,000.00	5,078.00
6/1/12-Building Construction	2,895,000.00	0.00	543,000.00	2,352,000.00	50,585.00
6/1/12-Sewer	338,000.00	0.00	44,000.00	294,000.00	6,873.00
6/11/12-Sewer	196,845.00	0.00	39,369.00	157,476.00	0.00
6/5/13-Sewer	0.00	1,650,000.00	0.00	1,650,000.00	0.00
6/5/13-Building Construction	0.00	250,000.00	0.00	250,000.00	0.00
6/5/13-School Building	0.00	150,000.00	0.00	150,000.00	0.00
6/5/13-Equip DPW	0.00	62,000.00	0.00	62,000.00	0.00
6/5/13-Equip DPW	0.00	62,000.00	0.00	62,000.00	0.00
6/5/13-Equip DPW	0.00	110,000.00	0.00	110,000.00	0.00
6/5/13-Equip DPW	0.00	170,000.00	0.00	170,000.00	0.00
6/5/13-Equip DPW	0.00	232,000.00	0.00	232,000.00	0.00
6/5/13-Equip Police	0.00	85,000.00	0.00	85,000.00	0.00
6/5/13-Equip School	0.00	600,000.00	0.00	600,000.00	0.00
6/5/13-Equip	0.00	900,000.00	0.00	900,000.00	0.00
6/5/13-Engineering DPW	0.00	250,000.00	0.00	250,000.00	0.00
6/5/13-Engineering DPW	0.00	250,000.00	0.00	250,000.00	0.00
6/5/13-Sewer	0.00	170,000.00	0.00	170,000.00	0.00
6/5/13-Sewer	0.00	95,000.00	0.00	95,000.00	0.00
6/5/13-Sewer	0.00	0.00	90,000.00	(90,000.00)	0.00
6/5/13-Sewer	0.00	0.00	180,000.00	(180,000.00)	0.00
TOTAL	39,058,417.00	5,036,000.00	5,353,487.00	38,740,930.00	1,275,504.00

Must equal
page 1 subtotal

Long Term Debt Outside the Debt Limit Report by Issuance	Outstanding July 1, 2012	+ New Debt Issued	- Retirements	= Outstanding June 30, 2013	Interest Paid in FY2013
9/28/01-Septic System	61,190.00	0.00	7,735.00	53,455.00	3,191.00
4/15/02-Golf Course	1,475,000.00	0.00	150,000.00	1,325,000.00	73,140.00
9/1/2003-Fuel Storage	18,550.00	0.00	9,800.00	8,750.00	546.00
9/1/2003-Fuel Storage	92,750.00	0.00	49,000.00	43,750.00	2,730.00
9/1/03-Water	135,000.00	0.00	135,000.00	0.00	2,700.00
4/15/04-Water Meters	70,000.00	0.00	35,000.00	35,000.00	2,800.00
7/1/04-Septic System	56,233.00	0.00	4,975.00	51,258.00	2,713.00
10/26/2006 Water Treatment	3,807,401.00	0.00	233,911.00	3,573,490.00	175,811.00
3/15/2008 Water Treatment	105,000.00	0.00	30,000.00	75,000.00	3,575.00
3/15/08-Fuel Storage	125,000.00	0.00	45,000.00	80,000.00	4,162.00
3/15/08-Landfill Close Out	35,000.00	0.00	10,000.00	25,000.00	1,175.00
8/15/08-Water Mains Linin	1,800,000.00	0.00	300,000.00	1,500,000.00	66,375.00
3/18/09-Septic System	127,500.00	0.00	7,500.00	120,000.00	0.00
6/15/10-Water Mains Linin	480,000.00	0.00	60,000.00	420,000.00	13,500.00
6/15/10-Well	200,000.00	0.00	25,000.00	175,000.00	5,625.00
6/15/10-Water Dept Equip	400,000.00	0.00	50,000.00	350,000.00	11,250.00
6/15/11-Water Mains Linin	745,000.00	0.00	55,000.00	690,000.00	24,625.00
6/15/11-School Project	36,575,000.00	0.00	1,925,000.00	34,650,000.00	1,275,312.00
6/15/11-School Project	90,000.00	0.00	25,000.00	65,000.00	3,100.00
6/15/11-School Project	895,000.00	0.00	50,000.00	845,000.00	31,162.00
6/15/2011-School Project	490,000.00	0.00	30,000.00	460,000.00	17,012.00
6/1/12-Water Dept Equip	150,000.00	0.00	30,000.00	120,000.00	4,500.00
6/1/12-Well	300,000.00	0.00	30,000.00	270,000.00	9,300.00
6/1/12-Water Dept Equip	260,000.00	0.00	30,000.00	230,000.00	8,000.00
6/1/12-Water Treatment Fa	408,000.00	0.00	81,000.00	327,000.00	7,002.00
6/1/12-Landfill Close Out	844,000.00	0.00	158,000.00	686,000.00	14,717.00
6/1/12-School Project	694,000.00	0.00	163,000.00	531,000.00	10,912.00
6/1/12-Water	190,000.00	0.00	29,000.00	161,000.00	3,595.00
6/1/12-Landfill Close Out	1,177,000.00	0.00	177,000.00	1,000,000.00	22,908.00
6/1/12-School Project	1,316,000.00	0.00	269,000.00	1,047,000.00	22,582.00
6/1/12-Water	211,000.00	0.00	27,000.00	184,000.00	4,312.00
6/5/13-Well	0.00	300,000.00	0.00	300,000.00	0.00
6/5/13-Water Dept Equip	0.00	200,000.00	0.00	200,000.00	0.00
6/5/13-School Project	0.00	5,500,000.00	0.00	5,500,000.00	0.00
6/5/13-Golf Course	0.00	1,210,000.00	0.00	1,210,000.00	0.00
6/5/13-Golf Course	0.00	0.00	1,325,000.00	(1,325,000.00)	0.00
TOTAL	53,333,624.00	7,210,000.00	5,556,921.00	54,986,703.00	1,828,332.00
				Must equal page 1 subtotal	

TOWN OF NATICK
Statement of Free Cash
Free Cash Usage
Fiscal Year 2013

Certified Amount July 1, 2012	6,791,984.00
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Uses:

Annual Town Meeting

Article 3 Capital Stabilization Fund	211,364.00
Article 5 Other Post Employment Benefits	224,217.00
Article 12E Omnibus Admin Budget FY14	20,000.00
Article 12G Omnibus Shared Expenses FY14	2,200,000.00
Article 17 Strategic Planning - Natick Cultural Council	30,000.00
Article 13B Omnibus Appropriations FY14	437,614.00
Article 16 Capital Stabilization	2,334,123.00
Article 15 Operations Stabilization	<u>856,633.00</u>

Total Uses:	<u>6,313,951.00</u>
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Closed to Fund Balance June 30, 2013	478,033.00
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REVENUES COLLECTED FY13**GENERAL FUND**

ACCOUNT	ACCOUNT NAME	ORG	REVENUE
123 BD SELECTMEN/TN ADMINISTRATOR			
0001-123-1-0000-000-00-4320-00-432013-	CABLE FRANCHISE FEES	__00123320	2,615.00
0001-123-1-0000-000-00-4320-00-432022-	SELECT MISC FEES	__00123320	1,380.40
BD OF SELECTMEN/TN ADMINISTRATOR			3,995.40
0001-123-1-0000-000-00-4450-00-445011-	SELECT BILLARD LICENSE	__00123450	80.00
0001-123-1-0000-000-00-4450-00-445012-	SELECT CLASS I LICENSE	__00123450	950.00
0001-123-1-0000-000-00-4450-00-445013-	SELECT CLASS II LICENSE	__00123450	2,000.00
0001-123-1-0000-000-00-4450-00-445014-	SELECT CLASS III LICENSE	__00123450	200.00
0001-123-1-0000-000-00-4450-00-445015-	SELECT COMMON VICTUALLER LIC	__00123450	6,400.00
0001-123-1-0000-000-00-4450-00-445016-	SELECT DAILY ENTERTAINMENT LIC	__00123450	1,000.00
0001-123-1-0000-000-00-4450-00-445017-	SELECT SUNDAY ENTERTAINMNT LIC	__00123450	1,250.00
0001-123-1-0000-000-00-4450-00-445018-	SELECT HAWKES/PEDDLERS LICENSE	__00123450	10.00
0001-123-1-0000-000-00-4450-00-445019-	SELECT JUNK COLLECTOR LICENSE	__00123450	525.00
0001-123-1-0000-000-00-4450-00-445020-	SELECT INN HOLDERS LICENSE	__00123450	200.00
0001-123-1-0000-000-00-4450-00-445021-	SELECT TAXI CAB LICENSE	__00123450	540.00
0001-123-1-0000-000-00-4450-00-445026-	ALCOHOLIC BEVERAGE LICENSE	__00123450	101,300.00
0001-123-1-0000-000-00-4450-00-445027-	SELECT AUTOMATIC AMUSEMENT LIC	__00123450	3,675.00
0001-123-1-0000-000-00-4450-00-445029-	SELECT MISCELLANEOUS LICENSE	__00123450	67.00
PERMITS			118,197.00
TOTAL BD SELECTMEN/TN ADMINISTRATOR			122,192.40
134 COMPTROLLER			
0001-134-1-0000-000-00-4320-00-432066-	REGISTRATION FEES-REC PRGRMS	__00134320	20,075.00
0001-134-1-0000-000-00-4320-00-432071-	FARM ASSISTANT SALARY	__00134320	163,997.01
TOTAL COMPTROLLER			184,072.01
141 ASSESSOR			
0001-141-1-0000-000-00-4320-00-432001-	ASSESSOR COPIES OF RECORDS	__00141320	1,446.75
TOTAL ASSESSOR			1,446.75
145 TREASURER			
0001-145-1-0000-000-00-4320-00-432015-	RETURN CHECK FEES	__00145320	675.00
0001-145-1-0000-000-00-4320-00-432052-	REINS POLICE/FIRE THE HARTFORD	__00145320	41,856.29

TOTAL TREASURER DEPT FEES			42,531.29
0001-145-1-0000-000-00-4820-00-482000-	INTEREST EARNED INVESTMENTS	__00145820	45,756.64
0001-145-1-0000-000-00-4820-00-482200-	INTEREST EARNED MONEY MARKETS	__00145820	43,728.68
TOTAL TREASURER EARNINGS ON INVESTMENTS			89,485.32
TOTAL TREASURER			132,016.61
146 COLLECTOR			
0001-146-1-0000-000-00-4110-00-411009-	PERSONAL PROPERTY TAX 2009	__00146110	-176,523.95
0001-146-1-0000-000-00-4110-00-411010-	PERSONAL PROPERTY TAX 2010	__00146110	14.96
0001-146-1-0000-000-00-4110-00-411011-	PERSONAL PROPERTY TAX 2011	__00146110	393.18
0001-146-1-0000-000-00-4110-00-411012-	PERSONAL PROPERTY FY12	__00146110	5,008.95
0001-146-1-0000-000-00-4110-00-411013-	PERSONAL PROPERTY FY13	__00146110	1,691,821.15
0001-146-1-0000-000-00-4110-00-411999-	PERSONAL PROPERTY PRIOR YRS	__00146110	35.92
PERSONAL PROPERTY TAX			1,520,750.21
0001-146-1-0000-000-00-4120-00-412008-	REAL ESTATE TAX 2008	__00146120	117.92
0001-146-1-0000-000-00-4120-00-412009-	REAL ESTATE TAX 2009	__00146120	409.95
0001-146-1-0000-000-00-4120-00-412010-	REAL ESTATE TAX 2010	__00146120	-91,074.91
0001-146-1-0000-000-00-4120-00-412011-	REAL ESTATE TAX 2011	__00146120	18,792.77
0001-146-1-0000-000-00-4120-00-412012-	REAL ESTATE TAX FY12	__00146120	1,194,575.07
0001-146-1-0000-000-00-4120-00-412013-	REAL ESTATE TAX FY13	__00146120	85,761,695.71
0001-146-1-0000-000-00-4120-00-412098-	REAL ESTATE TAX PRIOR YRS	__00146120	29,921.14
0001-146-1-0000-000-00-4120-00-412099-	REAL ESTATE TAX1999	__00146120	0.00
0001-146-1-0000-000-00-4120-00-412111-	PROFORMA REAL ESTATE TAX	__00146120	23,805.85
0001-146-1-0000-000-00-4131-00-414000-	RECOVERED REAL ESTATE TAX	__00146131	3,576.48
REAL ESTATE TAX			86,941,819.98
0001-146-1-0000-000-00-4140-00-414200-	TAX TITLES	__00146140	129,504.05
TAX TITLES			129,504.05
0001-146-1-0000-000-00-4150-00-415008-	MOTOR VEHICLE TAX 2008	__00146150	3,080.14
0001-146-1-0000-000-00-4150-00-415009-	MOTOR VEHICLE TAX 2009	__00146150	1,843.09
0001-146-1-0000-000-00-4150-00-415010-	MOTOR VEHICLE TAX 2010	__00146150	5,490.61
0001-146-1-0000-000-00-4150-00-415011-	MOTOR VEHICLE TAX 2011	__00146150	33,768.77
0001-146-1-0000-000-00-4150-00-415012-	MOTOR VEHICLE EXCISE FY12	__00146150	604,330.80
0001-146-1-0000-000-00-4150-00-415013-	MOTOR VEHICLE EXCISE FY13	__00146150	3,679,888.25
0001-146-1-0000-000-00-4150-00-415999-	MOTOR VEHICLE PRIOR YRS	__00146150	6,702.14
MOTOR VEHICLE EXCISE			4,335,103.80
0001-146-1-0000-000-00-4160-00-416011-	BOAT EXCISE 2011	__00146160	0.00
0001-146-1-0000-000-00-4160-00-416012-	BOAT EXCISE FY12	__00146160	210.00
0001-146-1-0000-000-00-4160-00-416013-	BOAT EXCISE FY13	__00146160	3,007.97

BOAT EXCISE			3,217.97
0001-146-1-0000-000-00-4162-00-416200-	RECOVERY EXCISE	__00146162	3,017.44
TOTAL RECOVERY			3,017.44
0001-146-1-0000-000-00-4170-00-417000-	PENALTIES ON TAXES & EXCISE	__00146170	78,631.06
0001-146-1-0000-000-00-4170-00-417100-	INTEREST ON TAXES	__00146170	213,142.07
0001-146-1-0000-000-00-4170-00-417200-	INTEREST ON MOTOR VEHICLE	__00146170	32,165.59
0001-146-1-0000-000-00-4170-00-417300-	INTEREST & PENALTIES TAX TITLE	__00146170	52,893.28
0001-146-1-0000-000-00-4170-00-417400-	INTEREST ON BETTERMENTS	__00146170	2,335.47
0001-146-1-0000-000-00-4170-00-417405-	C/S/S BETTERMENT COMM INTEREST	__00146170	8,323.65
0001-146-1-0000-000-00-4170-00-417600-	INTEREST BOAT EXCISE	__00146170	27.44
PENALTIES AND INTEREST ON TAXES			387,518.56
0001-146-1-0000-000-00-4180-00-418100-	IN LIEU TAX MA MORSE HLTHCARE	__00146180	19,473.43
0001-146-1-0000-000-00-4180-00-418200-	IN LIEU TAX HOUSING AUTHORITY	__00146180	12,324.55
0001-146-1-0000-000-00-4180-00-418400-	IN LIEU TAX TCAN NATICK ARTS	__00146180	3,502.90
PAYMENT IN LIEU OF TAXES			35,300.88
0001-146-1-0000-000-00-4190-00-419100-	OTHER TAXES HOTEL/MOTEL	__00146190	1,224,469.66
0001-146-1-0000-000-00-4190-00-419560-	APPORT CURB/ST/SWLK BETTERMNT	__00146190	4,806.82
0001-146-1-0000-000-00-4190-00-467500-	MEALS-LOCAL AID	__00146190	925,996.73
OTHER TAXES			2,155,273.21
0001-146-1-0000-000-00-4210-00-421100-	WATER USER CHARGES	__00146210	0.00
0001-146-1-0000-000-00-4210-00-421101-	USER CHARGES WATER STATE	__00146210	0.00
WATER USER CHARGES - GF			0.00
0001-146-1-0000-000-00-4220-00-422000-	TX PER CH59 SEC D OCCUPNCY PER	__00146220	671,947.94
TAXES PER CH 59			671,947.94
0001-146-1-0000-000-00-4320-00-432000-	PAYT FEES	__00146320	928,925.75
0001-146-1-0000-000-00-4320-00-432016-	DEPUTY COLLECTOR CLEARING FEES	__00146320	0.00
0001-146-1-0000-000-00-4320-00-432065-	SENTINEL BENEFIT FORFEITURES	__00146320	4,834.70
DEPARTMENTAL FEES			933,760.45
0001-146-1-0000-000-00-4360-00-436003-	COLE CENTRE RENTAL	__00146360	17,280.00
0001-146-1-0000-000-00-4360-00-436515-	RIVERBEND SCHOOL	__00146360	32,499.96
POLICE RENTALS			49,779.96
0001-146-1-0000-000-00-4370-00-437100-	MUNICIPAL LIEN CERTIFICATES	__00146370	150,505.00

0001-146-1-0000-000-00-4370-00-437144-	DEMAND RESPONSE	__00146370	4,392.96
OTHER DEPARTMENTAL REVENUE			154,897.96
0001-146-1-0000-000-00-4450-00-445000-	SENIOR CTZNS PARKNG PERMITS	__00146450	3,699.00
0001-146-1-0000-000-00-4770-00-477003-	DISTRICT COURT FINES	__00146770	111,556.92
0001-146-1-0000-000-00-4770-00-477004-	PARKING FINES	__00146770	68,181.30
0001-146-1-0000-000-00-4770-00-477005-	AUTO LEASE SURCHARGES	__00146770	10,622.40
TOTAL FINES AND FORFEITS			194,059.62
0001-146-1-0000-000-00-4800-00-480000-	MISCELLANEOUS NON-RECURRING	__00146800	560,065.79
0001-146-1-0000-000-00-4840-00-484000-	MISCELLANEOUS NON-RECURRING	__00146840	4,920.71
MISCELLANEOUS REVENUE			564,986.50
0001-146-1-0000-000-00-4845-00-431300-	TOWN DEPTS MISC INCOME	__00146692	5,283.24
0001-146-1-0000-000-00-4845-00-484005-	PENSION REIMBURSEMENT COLA	__00146692	8,506.61
0001-146-1-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	__00146930	482,092.08
TOTAL MISC NON-RECURRING (PENS COLA)			495,881.93
TOTAL COLLECTOR			98,576,820.46
TOWN CLERK			
0001-161-1-0000-000-00-4320-00-432002-	TN CLERK DOG LICENSE FEES	__00161320	34,595.95
0001-161-1-0000-000-00-4320-00-432018-	TN CLERK HISTORIC SYSRICT FEE	__00161320	115.00
0001-161-1-0000-000-00-4320-00-432019-	TN CLERK ZBA FILING FEES	__00161320	12,555.00
DEPARTMENTAL FEES			47,265.95
0001-161-1-0000-000-00-4370-00-437010-	TN CLERK BUSINESS CERTIFICATE	__00161370	14,900.00
0001-161-1-0000-000-00-4370-00-437020-	TN CLERK BIRTH CERTIFICATE	__00161370	16,206.00
0001-161-1-0000-000-00-4370-00-437025-	TN CLERK DEATH CERTIFICATE	__00161370	15,580.00
0001-161-1-0000-000-00-4370-00-437035-	TN CLERK MARRIAGE INTENTIONS	__00161370	4,050.00
OTHER DEPT FEES			50,736.00
0001-161-1-0000-000-00-4450-00-445001-	TN CLERK POLICE WATER BAN FINE	__00161450	800.00
0001-161-1-0000-000-00-4770-00-477010-	TN CLERK BD HEALTH FINES	__00161770	770.00
FINES AND FORFEITS			1,570.00
0001-161-1-0000-000-00-4450-00-445003-	TN CLERK MARRIAGE LICENSE	__00161450	5,775.00
0001-161-1-0000-000-00-4450-00-445025-	TN CLERK AUCTIONER LICENSE	__00161450	0.00
0001-161-1-0000-000-00-4450-00-445704-	TN CLERK BAZZAR PERM	__00161450	525.00
0001-161-1-0000-000-00-4450-00-445705-	TN CLERK GASOLINE STORAGE PERM	__00161450	890.00
0001-161-1-0000-000-00-4770-00-477000-	TN CLERK FINES	__00161770	250.00

PERMITS			7,440.00
0001-161-1-0000-000-00-4810-00-481001-	TN CLERK SALE RESIDENT BOOKS	__00161810	785.00
SALE OF INVENTORY			785.00
TOTAL TOWN CLERK			107,796.95
COMMUNITY DEVELOPMENT			
0001-180-1-0000-000-00-4320-00-432014-	PLANNING BOARD FEES	__00180320	17,350.00
0001-180-1-0000-000-00-4320-00-432023-	SEALER WEIGHTS MEASURER FEES	__00180320	5,914.00
0001-180-1-0000-000-00-4320-00-432025-	COMM DEV COMMUTER PARKING	__00180320	63,347.00
DEPARTMENTAL FEES			86,611.00
0001-180-1-0000-000-00-4370-00-437000-	COMM DEV ANR PLANS	__00180370	3,200.00
0001-180-1-0000-000-00-4370-00-437001-	COMM DEV BOOKS/MAPS/BYLAWS	__00180370	460.25
0001-180-1-0000-000-00-4370-00-437002-	COMM DEV DEFINITIVE PLAN FILE	__00180370	7,400.00
0001-180-1-0000-000-00-4370-00-437003-	COMM DEV PARKING STICKERS	__00180370	84,179.00
0001-180-1-0000-000-00-4370-00-437004-	COMM DEV PERMIT RESEARCH	__00180370	613.25
0001-180-1-0000-000-00-4370-00-437005-	COMM DEV DESIGN REVIEW BD	__00180370	150.00
0001-180-1-0000-000-00-4370-00-437007-	BLDG DEPT ALTERATIONS	__00180370	647,350.45
0001-180-1-0000-000-00-4370-00-437008-	BLDG DEPT NEW BUILDINGS	__00180370	456,105.00
0001-180-1-0000-000-00-4370-00-437009-	BLDG DEPT CERT OF INSPECTION	__00180370	6,411.00
0001-180-1-0000-000-00-4370-00-437011-	BLDG DEPT RE-INSPECTION	__00180370	730.00
OTHER DEPT REVENUE			1,206,598.95
0001-180-1-0000-000-00-4457-00-445701-	BLDG DEPT ELECRICAL PERMIT	__00180457	196,406.59
0001-180-1-0000-000-00-4457-00-445702-	BLDG DEPT GAS PERMIT	__00180457	27,141.00
0001-180-1-0000-000-00-4457-00-445703-	BLDG DEPT PLUMBING PERMIT	__00180457	63,208.94
0001-180-1-0000-000-00-4457-00-445723-	BLDG DEPT CERT OF OCCUPANCY	__00180457	4,344.00
0001-180-1-0000-000-00-4840-00-484000-	MISC RECURRING	__00180840	80.00
LICENSES AND PERMITS			291,180.53
TOTAL COMMUNITY DEVELOPMENT			1,584,390.48
POLICE			
0001-210-2-0000-000-00-4320-00-432010-	POLICE REPORT FEES	__00210320	5,719.50
0001-210-2-0000-000-00-4320-00-432012-	POLICE SOLICITOR FEES	__00210320	220.00
0001-210-2-0000-000-00-4320-00-432038-	POLICE FINGERPRINTS	__00210320	5.00
0001-210-2-0000-000-00-4320-00-432039-	POLICE SUBPOENAS	__00210320	29.00
0001-210-2-0000-000-00-4320-00-432070-	RMV FEES	__00210320	21,507.00
DEPARTMENTAL FEES			27,480.50
0001-210-2-0000-000-00-4370-00-437056-	POLICE FIREARM ID'S	__00210370	9,487.50

0001-210-2-0000-000-00-4370-00-437105-	POLICE SPECIAL DUTY S/CHGS	__00210370	27,050.76
0001-210-2-0000-000-00-4370-00-437142-	RECOVERED PAID DETAILS	__00210370	0.00
OTHER DEPARTMENTAL REVENUE			36,538.26
0001-210-2-0000-000-00-4450-00-445010-	POLICE TAXI LICENSE	__00210450	0.00
0001-210-2-0000-000-00-4450-00-445719-	POLICE WORK PERMITS	__00210450	0.00
0001-210-2-0000-000-00-4450-00-445730-	POLICE SUNDAY/HOLIDAY PERMITS	__00210450	20.00
PERMITS			20.00
0001-210-2-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	__00210840	760.15
DEPT MISC RECURRING			760.15
TOTAL POLICE			64,798.91
FIRE			
0001-220-2-0000-000-00-4320-00-432017-	AMBULANCE SERVICE FEES	__00220320	1,492,334.71
0001-220-2-0000-000-00-4320-00-432020-	FIRE ALARM BOX ANNUAL FEE	__00220320	64,000.00
0001-220-2-0000-000-00-4320-00-432033-	FIRE MASS PIKE ASSISTANCE	__00220320	11,950.00
0001-220-2-0000-000-00-4320-00-432034-	FIRE REPORT COPIES	__00220320	166.00
0001-220-2-0000-000-00-4320-00-432035-	FIRE SPECIAL DUTY S/CHARGES	__00220320	7,355.00
0001-220-2-0000-000-00-4370-00-437006-	FIRE SYSRICT 14 HAZ MAT REIMB	__00220370	0.00
DEPARTMENTAL FEES			1,575,805.71
0001-220-2-0000-000-00-4450-00-445706-	FIRE VARIOUS PERMITS	__00220450	55,010.00
PERMITS			55,010.00
0001-220-2-0000-000-00-4840-00-484000-	FIRE MISCELLANEOUS INCOME	__00220840	0.00
MISC NON-RECURRING			0.00
TOTAL FIRE			1,630,815.71
SCHOOL			
0001-300-3-0000-000-00-4320-00-432063-	SCHOOL HLTH REIMBURSEMENTS	__00300320	139,097.49
0001-300-3-0000-000-00-4320-00-432064-	SCHOOL MEDICARE REIMBURSEMENTS	__00300320	48,159.26
DEPARTMENTAL FEES			187,256.75
TOTAL SCHOOL ADMINISTRATION			187,256.75
DPW			
0001-420-4-0000-000-00-4250-00-425100-	BULKY WASTE PICKUP	__00420250	90,318.65

DPW NON-UTILITY USAGE CHARGE			90,318.65
0001-420-4-0000-000-00-4320-00-432040-	PUB WKS MAPS	__00420320	70.00
0001-420-4-0000-000-00-4320-00-432041-	PUB WKS RECYCLING BINS	__00420320	1,047.50
0001-420-4-0000-000-00-4320-00-432044-	PUB WKS RECYCLED METAL	__00420320	33,397.36
0001-420-4-0000-000-00-4320-00-432045-	PUB WKS RECYCLED PAPER	__00420320	6,173.60
0001-420-4-0000-000-00-4320-00-432061-	RECYCLE OIL PRODUCTS	__00420320	665.50
DEPARTMENTAL FEES			41,353.96
0001-420-4-0000-000-00-4450-00-445733-	PUB WKS SEWER PERMITS	__00420450	12,325.00
0001-420-4-0000-000-00-4450-00-445734-	PUB WKS STREET OPENING PERMIT	__00420450	47,155.00
0001-420-4-0000-000-00-4450-00-445735-	PUB WKS WATER METER PERMIT	__00420450	1,425.00
0001-420-4-0000-000-00-4450-00-445736-	PUB WKS WATER PERMITS	__00420450	7,000.00
DEPARTMENTAL PERMITS			67,905.00
0001-420-4-0000-000-00-4840-00-484000-	MISCELLANEOUS NON-RECURRING	__00420840	0.00
MISC NON-RECURRING			0.00
TOTAL PUBLIC WORKS ADMIN			199,577.61
BOARD OF HEALTH			
0001-512-5-0000-000-00-4370-00-437015-	BD HLTH UNDERGRND TNK REGISTRY	__00512370	2,600.00
0001-512-5-0000-000-00-4370-00-437016-	BD HLTH UNDERGRND TANK CONSTRU	__00512370	350.00
0001-512-5-0000-000-00-4370-00-437055-	BD HLTH UNDERGRND TANK REMOVAL	__00512370	800.00
0001-512-5-0000-000-00-4370-00-437060-	BD HLTH HOUSEHLD HAZARDOUS WST	__00512370	950.00
0001-512-5-0000-000-00-4370-00-437065-	BD HLTH PERC TEST/APPLICATION	__00512370	5,700.00
0001-512-5-0000-000-00-4370-00-437080-	BD HLTH PLAN REVIEW	__00512370	5,156.00
0001-512-5-0000-000-00-4370-00-437090-	BD HLTH SWIMMING POOL INSTALER	__00512370	2,300.00
0001-512-5-0000-000-00-4370-00-437130-	BD HEALTH RUBBISH CONTRACTORS	__00512370	1,150.00
DEPARTMENTAL REVENUE			19,006.00
0001-512-5-0000-000-00-4370-00-477010-	TN CLERK BD HEALTH FINES	__00512370	1,725.00
DEPARTMENTAL FINES AND FORFEITURES			1,725.00
0001-512-5-0000-000-00-4450-00-445004-	BD HLTH DAY CAMP LICENSE	__00512450	793.14
0001-512-5-0000-000-00-4450-00-445005-	BD HLTH FROZEN DESERT LICENSE	__00512450	650.00
0001-512-5-0000-000-00-4450-00-445006-	BD HLTH FUNERAL DIRECTR LICENS	__00512450	300.00
0001-512-5-0000-000-00-4450-00-445007-	BD HLTH MILK/CREAM LICENSE	__00512450	1,796.00
0001-512-5-0000-000-00-4450-00-445008-	BD HLTH MOTEL LICENSE	__00512450	850.00
0001-512-5-0000-000-00-4450-00-445009-	BD HLTH TANNING LICENSE	__00512450	300.00
0001-512-5-0000-000-00-4450-00-445707-	BD HLTH BAKERY PERMIT	__00512450	2,600.00
0001-512-5-0000-000-00-4450-00-445708-	BD HLTH BEE PERMIT	__00512450	160.00
0001-512-5-0000-000-00-4450-00-445710-	BD HLTH CAMP PERMIT	__00512450	200.00

0001-512-5-0000-000-00-4450-00-445711-	BD HLTH CATERING PERMIT	__00512450	2,450.00
0001-512-5-0000-000-00-4450-00-445712-	BD HLTH CHEMICAL TOILET PERMIT	__00512450	225.00
0001-512-5-0000-000-00-4450-00-445713-	BD HLTH FOOD ESTABLISHMNT PERM	__00512450	103,972.50
0001-512-5-0000-000-00-4450-00-445714-	BD HLTH FOOD CERTIFICATES	__00512450	0.00
0001-512-5-0000-000-00-4450-00-445719-	BD HLTH LIVE STOCK PERMIT	__00512450	1,730.00
0001-512-5-0000-000-00-4450-00-445721-	BD HLTH METHYL ALCOHOL PERMIT	__00512450	180.00
0001-512-5-0000-000-00-4450-00-445722-	BD HLTH MOBILE FOOD SERVER PERMI	__00512450	120.00
0001-512-5-0000-000-00-4450-00-445723-	BD HLTH OCCUPANCY INSPECTION	__00512450	45,170.00
0001-512-5-0000-000-00-4450-00-445724-	BD HLTH SEPTAGE HAULER PERMIT	__00512450	7,800.00
0001-512-5-0000-000-00-4450-00-445725-	BD HLTH SEPTIC INSTALLER PERM	__00512450	2,750.00
0001-512-5-0000-000-00-4450-00-445726-	BD HLTH SEPTIC SYSTEM PERMIT	__00512450	9,550.00
0001-512-5-0000-000-00-4450-00-445727-	BD HLTH SWIMMING POOL PERMIT	__00512450	12,131.25
0001-512-5-0000-000-00-4450-00-445728-	BD HLTH TOBACCO PERMIT	__00512450	2,400.00
0001-512-5-0000-000-00-4450-00-445747-	BD HLTH WELL PERMIT	__00512450	900.00
LICENSES AND PERMITS			197,027.89
TOTAL BOARD OF HEALTH			217,758.89
0001-610-6-0000-000-00-4370-00-437146	LIBRARY SALE OF HISTORY BOOKS	__00610370	14,286.85
TOTAL TOWN CLERK			14,286.85
0001-800-8-0000-000-00-4610-00-461001-	STATE OWNED LAND	__00800610	110,187.00
0001-800-8-0000-000-00-4610-00-461002-	ABATEMENTS TO VETERANS	__00800610	105,658.00
0001-800-8-0000-000-00-4620-00-462001-	SCHOOL AID CHAPTER 70	__00800620	7,640,286.00
0001-800-8-0000-000-00-4620-00-462004-	SCHOOL CONSTRUCTION CHAP 645	__00800620	0.00
0001-800-8-0000-000-00-4620-00-462005-	SCHOOL CHOICE	__00800620	0.00
0001-800-8-0000-000-00-4620-00-462007-	CHARTER SCHOOL TUITIONS	__00800620	134,391.00
0001-800-8-0000-000-00-4660-00-466000-	UNRESTRICTED GENERAL GOVMT AID	__00800660	3,223,110.00
0001-800-8-0000-000-00-4660-00-466010-	2012 ONE TIME AID	__00800660	0.00
0001-800-8-0000-000-00-4660-00-466015-	VETERANS BENEFITS	__00800660	126,844.00
0001-800-8-0000-000-00-4680-00-468010-	MUNICIPAL MEDICAD REIMBURSEMENT	__00800680	100,000.00
0001-800-8-0000-000-00-4680-00-468098-	ABANDONED PROPERTY STATE	__00800680	45.67
TOTAL STATE AND COUNTY CHARGES			11,440,521.67
0001-990-9-0000-000-00-4970-00-497000-	TRANSFERS FROM OTHER FUNDS	__00990970	299,101.00
0001-990-9-0000-000-00-4970-00-497006-	TRANS FROM W/S - INDIRECTS	__00990970	2,581,514.00
TOTAL TRANSFER IN			2,880,615.00
TOTAL OTHER FINANCING USES			2,880,615.00
TOTAL GENERAL FUND			117,344,367.05
GOLF			
6000-632-6-0000-000-00-4320-00-432400-	CART RENTALS	__60004320	71,157.21
6000-632-6-0000-000-00-4320-00-432405-	GREEN FEES	__60004320	341,407.56

6000-632-6-0000-000-00-4320-00-432410-	BEVERAGES GOLF COURSE	__60004320	9,766.96
6000-632-6-0000-000-00-4320-00-432415-	FOOD-GOLF COURSE	__60004320	5,773.13
6000-632-6-0000-000-00-4320-00-432420-	PRO SHOP MERCHANDISE	__60004320	15,664.19
6000-632-6-0000-000-00-4320-00-432425-	GOLF INSTRUCTION	__60004320	8,615.09
6000-632-6-0000-000-00-4320-00-432430-	GIFT CERTIFICATES	__60004320	903.64
6000-632-6-0000-000-00-4320-00-432435-	SEASON TICKET SALES	__60004320	97,970.00
6000-632-6-0000-000-00-4320-00-432445-	TOURNAMENT SPONSORSHPS	__60004320	0.00
6000-632-6-0000-000-00-4320-00-432450-	GHIN GOLF SVS	__60004320	3,270.91
6000-632-6-0000-000-00-4320-00-432465-	GOLF - CASH OVER/UNDER	__60004320	1.17
6000-632-6-0000-000-00-4320-00-432475-	SHOP CREDITS	__60004320	1,098.52
6000-632-6-0000-000-00-4320-00-432500-	MASS SALES TAX	__60004320	5,198.58

DEPARTMENTAL FEES			560,826.96
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6000-632-6-0000-000-00-4820-00-484000-	MISCELLANEOUS REVENUE	__60004820	1,978.36
6000-632-6-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	__60004930	10,366.85
6000-632-6-0000-000-00-4970-00-497000-	TRANSFERS IN	__60004970	310,000.00

TOTAL UNDEFINED			322,345.21
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TOTAL GOLF			883,172.17
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WATER/SEWER

6500-000-0-0000-000-00-0000-00-497000-	TRANSFER IN	__6500	375,000.00
6500-440-4-0000-000-00-0000-00-482000-	INTEREST EARNED INVESTMENTS	__650440	12,776.00
6500-440-4-0000-000-00-0000-00-484000-	MISCELLANEOUS NON-RECURRING	__650440	16,726.12
6500-440-4-0000-000-00-0000-40-482300-	INT/PREMIUM BORROWING	__650710	122,500.00

WATER/SEWER SHARED			527,002.12
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6500-445-4-0000-000-00-0000-00-400400-	USER CHARGES SEWER	__650445	7,511,163.39
6500-445-4-0000-000-00-0000-00-401010-	U/LIENS A/T SEWER 2010	__650445	-1,490.16
6500-445-4-0000-000-00-0000-00-401011-	U/LIENS A/T SEWER 2011	__650445	-59,627.54
6500-445-4-0000-000-00-0000-00-401012-	U/LIEN A/T SEWER 2012	__650445	113,406.91
6500-445-4-0000-000-00-0000-00-401013-	U/LIEN A/T SEWER 2013	__650445	301,667.62
6500-445-4-0000-000-00-0000-00-417410-	INT ON SEWER BETTERMENTS	__650445	108,267.08
6500-445-4-0000-000-00-0000-00-417420-	UNAPPORT SEWER BETT COMM INT	__650445	251.09
6500-445-4-0000-000-00-0000-00-475100-	SWR BETTRMT COMM INTEREST	__650445	85,390.98
6500-445-4-0000-000-00-0000-00-475200-	UNAPP SEWER BETTERMENT	__650445	8,938.38
6500-445-4-0000-000-00-0000-00-475300-	APPORT SEWER BETTERMENT	__650445	134,932.78
6500-445-4-0000-000-00-0000-00-478200-	SEWER ENTRANCE FEES	__650445	269,944.50

SEWER			8,472,845.03
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6500-446-4-0000-000-00-0000-00-400403-	REVENUE INTEREST ADDED SEWER	__650446	39,511.51
6500-446-4-0000-000-00-0000-00-401010-	U/LIENS A/T WATER 2010	__650446	-1,353.62
6500-446-4-0000-000-00-0000-00-401011-	U/LIENS A/T WATER 2011	__650446	-32,496.71
6500-446-4-0000-000-00-0000-00-401012-	U/LIEN A/T WATER 2012	__650446	57,757.82
6500-446-4-0000-000-00-0000-00-401013-	U/LIEN A/T WATER 2013	__650446	160,012.23

6500-446-4-0000-000-00000-00-417700-	INTEREST ADDED WATER	__650446	25,673.27
6500-446-4-0000-000-00000-00-424000-	REVENUE WATER FLAT CHARGES	__650446	175,103.65
6500-446-4-0000-000-00000-00-424200-	WATER USER CHARGES	__650446	4,512,665.64
WATER			4,936,873.79
TOTAL WATER/SEWER REVENUE			13,936,720.94
TOTAL REVENUE COLLECTED GENERAL FUND, GOLF ENTERPRISE AND WATER/SEWER ENTERPRISE FUND			132,164,260.16

Budget Year to Date Report

	ORIGINAL APPROP	TRANSFRS/A DJSMTS	REVISED BUDGET	YTD EXPENSE/ENCUMBRANCE	AVAILABLE BUDGET	PCT USED
115 PRINTING TOWN REPORT						
57 OTHER CHARGES & EXP	5,500.00	0.00	5,500.00	4,177.90	1,322.10	76.00%
TOTAL PRINTING TOWN REPORT	5,500.00	0.00	5,500.00	4,177.90	1,322.10	76.00%
117 INSURANCE PROPERTY/LIABILITY						
57 OTHER CHARGES & EXP	238,175.00	26,765.00	579,940.00	489,955.50	89,984.50	84.48%
TOTAL INSURANCE PROPERTY/LIABILITY	238,175.00	26,765.00	579,940.00	489,955.50	89,984.50	84.48%
123 BD SELECTMEN/TN ADMINISTRATOR						
51 PERSONNELL SERVICES	575,890.00	10,803.00	586,693.00	585,242.35	1,450.65	99.75%
57 OTHER CHARGES & EXP	264,107.00	217,857.13	481,964.13	249,700.21	223,992.90	51.81%
TOTAL BD SELECTMEN/TN ADMINISTRATOR	839,997.00	228,660.13	1,068,657.13	834,942.56	225,443.55	78.13%
131 FINANCE COMMITTEE						
51 PERSONNELL SERVICES	9,000.00	0.00	9,000.00	6,935.65	2,064.35	77.10%
57 OTHER CHARGES & EXP	13,000.00	0.00	13,000.00	6,072.55	6,927.45	46.71%
TOTAL FINANCE COMMITTEE	22,000.00	0.00	22,000.00	13,008.20	8,991.80	59.13%
132 RESERVE FUND						
57 OTHER CHARGES & EXP	400,000.00	-86,000.00	314,000.00	0.00	314,000.00	0.00%
TOTAL RESERVE FUND	400,000.00	-86,000.00	314,000.00	0.00	314,000.00	0.00%
134 COMPTROLLER						
51 PERSONNELL SERVICES	395,072.00	7,813.00	402,885.00	358,642.50	44,242.50	89.02%
57 OTHER CHARGES & EXP	23,250.00	1,876.51	25,126.51	12,537.10	12,589.41	49.90%
TOTAL COMPTROLLER	418,322.00	9,689.51	428,011.51	371,179.60	56,831.91	86.72%
135 FINANCE DEPARTMENT						
51 PERSONNELL SERVICES	55,212.00	0.00	55,212.00	54,999.90	212.10	99.60%
TOTAL FINANCE DEPARTMENT	55,212.00	0.00	55,212.00	54,999.90	212.10	99.62%

Budget Year to Date Report

162 BOARD OF REGISTRARS

51	PERSONNEL SERVICES	59,565.00	18,000.00	77,565.00	67,167.24	0.00	10,397.76	86.59%
57	OTHER CHARGES & EXP	62,500.00	0.00	62,500.00	38,155.13	0.00	24,344.87	61.05%
TOTAL BOARD OF REGISTRARS		122,065.00	18,000.00	140,065.00	105,322.37	0.00	34,742.63	75.20%

180 COMMUNITY DEVELOPMENT

51	PERSONNEL SERVICES	728,864.00	23,784.50	752,648.50	754,272.73	0.00	-1,624.23	100.22%
57	OTHER CHARGES & EXP	23,811.00	479.06	24,290.06	16,200.76	0.00	8,089.30	66.70%
TOTAL COMMUNITY DEVELOPMENT		752,675.00	24,263.56	776,938.56	770,473.49	0.00	6,465.07	99.17%

192 PUBLIC BLDGS PROP MAINT

57	OTHER CHARGES & EXP	1,536,848.00	53,716.00	1,590,564.00	1,371,036.35	0.00	219,527.65	86.20%
TOTAL PUBLIC BLDGS PROP MAINT		1,536,848.00	53,716.00	1,590,564.00	1,371,036.35	0.00	219,527.65	86.20%

210 POLICE DEPARTMENT

51	PERSONNEL SERVICES	5,900,056.00	138,809.43	6,038,865.43	5,718,585.57	0.00	209,424.81	94.70%
57	OTHER CHARGES & EXP	170,013.00	9,474.27	179,487.27	163,082.70	0.00	16,404.57	90.86%
TOTAL POLICE DEPARTMENT		6,070,069.00	148,283.70	6,218,352.70	5,881,668.27	0.00	225,829.38	94.59%

220 FIRE DEPARTMENT

51	PERSONNEL SERVICES	7,243,011.00	27,206.00	7,270,217.00	7,146,451.70	0.00	123,765.30	98.30%
57	OTHER CHARGES & EXP	131,300.00	15,647.90	146,947.90	133,068.84	0.00	13,879.06	90.56%
TOTAL FIRE DEPARTMENT		7,374,311.00	42,853.90	7,417,164.90	7,279,520.54	0.00	137,644.36	98.14%

244 WEIGHTS/MEASURES

57	OTHER CHARGES & EXP	15,509.00	0.00	15,509.00	15,412.49	0.00	96.51	99.38%
TOTAL WEIGHTS/MEASURES		15,509.00	0.00	15,509.00	15,412.49	0.00	96.51	99.38%

246 PARKING ENFORCEMENT

51	PERSONNEL SERVICES	31,950.00	0.00	31,950.00	24,991.92	0.00	6,958.08	78.22%
57	OTHER CHARGES & EXP	73,000.00	45,552.51	118,552.51	60,529.69	0.00	58,022.82	51.06%
TOTAL PARKING ENFORCEMENT		104,950.00	45,552.51	150,502.51	85,521.61	0.00	64,980.90	56.82%

251 NATICK EMERGENCY MANAGEMENT

Budget Year to Date Report

57	OTHER CHARGES & EXP	35,600.00	0.00	35,600.00	35,121.72	0.00	478.28	98.66%
	TOTAL NATICK EMERGENCY MANAGEMENT	35,600.00	0.00	35,600.00	35,121.72	0.00	478.28	98.66%
300 ADMINISTRATION								
51	PERSONNEL SERVICES	4,576,611.00	45,767.00	4,622,378.00	4,777,100.23	0.00	-154,722.23	103.35%
57	OTHER CHARGES & EXP	3,586,407.00	449,266.49	4,035,673.49	3,973,425.75	0.00	62,247.74	98.46%
	TOTAL ADMINISTRATION	8,163,018.00	495,033.49	8,658,051.49	8,750,525.98	0.00	-92,474.49	101.07%
310 REGULAR EDUCATION								
51	PERSONNEL SERVICES	22,941,775.00	229,448.00	23,171,223.00	22,806,279.55	0.00	364,943.45	98.43%
57	OTHER CHARGES & EXP	1,791,114.00	93,017.93	1,884,131.93	1,801,707.02	0.00	82,424.91	95.63%
	TOTAL REGULAR EDUCATION	24,732,889.00	322,465.93	25,055,354.93	24,607,986.57	0.00	447,368.36	98.21%
320 SPECIAL EDUCATION								
51	PERSONNEL SERVICES	5,864,264.00	58,649.00	5,922,913.00	5,908,941.21	0.00	13,971.79	99.76%
57	OTHER CHARGES & EXP	5,233,681.00	46,733.87	5,280,414.87	5,217,794.83	0.00	62,620.04	98.81%
	TOTAL SPECIAL EDUCATION	11,097,945.00	105,382.87	11,208,327.87	11,126,736.04	0.00	76,591.83	99.32%
330 ENGLISH LANGUAGE LEARNERS								
51	PERSONNEL SERVICES	200,704.00	2,007.00	202,711.00	268,563.57	0.00	-67,488.87	132.49%
57	OTHER CHARGES & EXP	830.00	0.00	830.00	2,466.30	0.00	-1,636.30	297.14%
	TOTAL ENGLISH LANGUAGE LEARNERS	201,534.00	2,007.00	203,541.00	271,029.87	0.00	-69,125.17	133.16%
350 504								
57	OTHER CHARGES & EXP	147,784.00	1,294.78	149,078.78	75,797.57	0.00	73,281.21	50.84%
	TOTAL 504	147,784.00	1,294.78	149,078.78	75,797.57	0.00	73,281.21	50.84%
360 PRESCHOOL								
51	PERSONNEL SERVICES	538,495.00	5,386.00	543,881.00	661,401.82	0.00	-117,520.82	121.61%
57	OTHER CHARGES & EXP	10,000.00	0.00	10,000.00	13,002.29	0.00	-3,002.29	130.02%
	TOTAL PRESCHOOL	548,495.00	5,386.00	553,881.00	674,404.11	0.00	-120,523.11	121.76%
370 NORTHSTAR								
51	PERSONNEL SERVICES	448,154.00	4,482.00	452,636.00	485,173.60	0.00	-32,537.60	107.19%

Budget Year to Date Report

57	OTHER CHARGES & EXP	5,850.00	0.00	5,850.00	5,546.94	0.00	303.06	94.82%
	TOTAL NORTHSTAR	454,004.00	4,402.00	458,486.00	490,720.54	0.00	-32,234.54	107.03%
380	OTHER							
51	PERSONNELL SERVICES	114,090.00	1,141.00	115,231.00	115,061.59	0.00	169.41	99.85%
57	OTHER CHARGES & EXP	39,200.00	0.00	39,200.00	36,473.70	0.00	2,726.30	93.05%
	TOTAL OTHER	153,290.00	1,141.00	154,431.00	151,535.29	0.00	2,895.71	98.12%
390	TECHNOLOGY							
51	PERSONNELL SERVICES	1,131,790.00	11,320.00	1,143,110.00	1,125,865.18	0.00	17,244.82	98.49%
57	OTHER CHARGES & EXP	712,512.00	62,163.21	774,675.21	745,332.32	0.00	29,342.89	96.21%
58	CAPITAL OUTLAY	128,866.00	0.00	128,866.00	102,562.20	0.00	26,303.80	79.59%
	TOTAL TECHNOLOGY	1,973,168.00	73,483.21	2,046,651.21	1,973,759.70	0.00	72,891.51	96.44%
410	PUBLIC WORKS ENGINEERING							
51	PERSONNELL SERVICES	391,019.00	5,334.00	396,353.00	380,652.17	0.00	15,700.83	96.04%
57	OTHER CHARGES & EXP	96,900.00	49,685.66	146,585.66	62,796.36	0.00	83,789.30	42.84%
	TOTAL PUBLIC WORKS ENGINEERING	487,919.00	55,019.66	542,938.66	443,448.53	0.00	99,490.13	81.68%
420	PUBLIC WORKS - ADMIN							
51	PERSONNELL SERVICES	234,507.00	7,964.00	242,471.00	233,938.49	0.00	8,532.51	96.48%
57	OTHER CHARGES & EXP	43,305.00	1,297.69	44,602.69	32,430.40	0.00	12,172.29	72.71%
	TOTAL PUBLIC WORKS - ADMIN	277,812.00	9,261.69	287,073.69	266,368.89	0.00	20,704.80	92.79%
425	PUBLIC WORKS BLDG MAINTENANCE							
57	OTHER CHARGES & EXP	360,150.00	29,568.22	389,718.22	339,892.79	0.00	49,825.43	87.22%
	TOTAL PUBLIC WORKS BLDG MAINTENANCE	360,150.00	29,568.22	389,718.22	339,892.79	0.00	49,825.43	87.22%
426	PUBLIC WORKS WATER							
51	PERSONNELL SERVICES	513,241.00	6,649.00	519,890.00	456,538.93	0.00	63,351.07	87.81%
57	OTHER CHARGES & EXP	265,339.00	4,246.66	269,585.66	267,891.64	0.00	1,694.02	99.37%
58	CAPITAL OUTLAY	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00	100.00%
	TOTAL PUBLIC WORKS WATER	783,580.00	10,895.66	794,475.66	729,430.57	0.00	65,045.09	91.81%

Budget Year to Date Report

427 PUBLIC WORKS SANITATION					
51	PERSONNELL SERVICES	461,760.00	7,068.30	468,828.30	422,678.80
57	OTHER CHARGES & EXP	235,645.00	49,567.44	285,212.44	239,757.48
TOTAL PUBLIC WORKS SANITATION		697,405.00	56,635.74	754,040.74	662,436.28
429 PUB WKS HWY MAINT/SANT/RECYCLE					
51	PERSONNELL SERVICES	1,357,768.00	24,391.00	1,382,159.00	1,357,543.34
57	OTHER CHARGES & EXP	1,835,700.00	279,032.74	2,114,732.74	2,506,709.47
58	CAPITAL OUTLAY	6,250.00	0.00	6,250.00	1,162.99
TOTAL PUB WKS HWY MAINT/SANT/RECYCLE		3,199,718.00	303,423.74	3,503,141.74	3,865,415.80
450 FACILITIES MANAGEMENT					
51	PERSONNELL SERVICES	2,339,159.00	29,837.00	2,368,996.00	2,334,700.32
57	OTHER CHARGES & EXP	110,634.00	0.00	110,634.00	87,618.79
TOTAL FACILITIES MANAGEMENT		2,449,793.00	29,837.00	2,479,630.00	2,422,319.11
512 BOARD OF HEALTH					
51	PERSONNELL SERVICES	387,518.00	5,671.00	393,189.00	388,085.63
57	OTHER CHARGES & EXP	49,950.00	5,793.93	55,743.93	41,681.11
TOTAL BOARD OF HEALTH		437,468.00	11,464.93	448,932.93	429,766.74
540 541 COUNCIL ON AGING					
51	PERSONNELL SERVICES	491,653.00	18,219.00	509,872.00	490,836.51
57	OTHER CHARGES & EXP	41,962.00	1,359.88	43,321.88	30,815.07
TOTAL COUNCIL ON AGING		533,615.00	19,578.88	553,193.88	521,651.58
543 VETERANS SERVICES					
51	PERSONNELL SERVICES	113,050.00	1,706.00	114,756.00	114,566.11
57	OTHER CHARGES & EXP	194,885.00	69,053.32	263,938.32	259,733.54
TOTAL VETERANS SERVICES		307,935.00	70,759.32	378,694.32	374,299.65
549 COMMISSION ON DISABILITY					
57	OTHER CHARGES & EXP	1,810.00	0.00	1,810.00	246.44
TOTAL COMMISSION ON DISABILITY		1,810.00	0.00	1,810.00	246.44

Budget Year to Date Report

610 MORSE INSTITUTE LIBRARY								
51	PERSONNELL SERVICES	1,578,054.00	21,409.00	1,599,463.00	1,592,416.58	0.00	7,046.42	99.56%
57	OTHER CHARGES & EXP	287,004.00	0.00	287,004.00	273,849.83	0.00	13,154.17	95.42%
TOTAL MORSE INSTITUTE LIBRARY		1,865,058.00	21,409.00	1,886,467.00	1,866,266.41	0.00	20,200.59	98.93%
615 BACON FREE LIBRARY								
51	PERSONNELL SERVICES	114,533.00	0.00	114,533.00	112,535.46	0.00	1,997.54	98.26%
57	OTHER CHARGES & EXP	15,549.00	0.00	15,549.00	17,469.06	0.00	-1,920.06	112.35%
TOTAL BACON FREE LIBRARY		130,082.00	0.00	130,082.00	130,004.52	0.00	77.48	99.94%
630 RECREATION AND PARKS								
51	PERSONNELL SERVICES	488,550.00	8,487.00	497,037.00	496,255.10	0.00	781.90	99.84%
57	OTHER CHARGES & EXP	54,830.00	255.43	55,085.43	54,625.08	0.00	460.35	99.16%
TOTAL RECREATION AND PARKS		543,380.00	8,742.43	552,122.43	550,880.18	0.00	1,242.25	99.78%
690 ARTS COUNCIL								
57	OTHER CHARGES & EXP	700.00	261.98	961.98	277.76	0.00	684.22	28.87%
TOTAL ARTS COUNCIL		700.00	261.98	961.98	277.76	0.00	684.22	28.87%
691 HISTORIC COMMISSION								
57	OTHER CHARGES & EXP	1,000.00	0.00	1,000.00	714.00	0.00	286.00	71.40%
TOTAL HISTORIC COMMISSION		1,000.00	0.00	1,000.00	714.00	0.00	286.00	71.40%
692 HISTORIC DISTRICT COMMISSION								
57	OTHER CHARGES & EXP	500.00	0.00	500.00	405.75	0.00	94.25	81.15%
TOTAL HISTORIC DISTRICT COMMISSION		500.00	0.00	500.00	405.75	0.00	94.25	81.15%
710 INTEREST AND MATURING DEBT								
57	OTHER CHARGES & EXP	181,234.00	-63,394.00	117,840.00	103,435.41	0.00	14,404.59	87.78%
58	CAPITAL OUTLAY	10,090,680.73	0.00	10,090,680.73	10,071,691.78	0.00	18,988.95	99.81%
TOTAL INTEREST AND MATURING DEBT		10,271,914.73	-63,394.00	10,208,520.73	10,175,127.19	0.00	33,393.54	99.67%
800 STATE AND COUNTY CHARGES								

Budget Year to Date Report

57	OTHER CHARGES & EXP	0.00	1,524,261.00	1,524,261.00	1,421,445.00	0.00	102,816.00	93.25%
	TOTAL STATE AND COUNTY CHARGES	0.00	1,524,261.00	1,524,261.00	1,421,445.00	0.00	102,816.00	93.25%
900	OTHER EMPLOYEE BENEFITS							
51	PERSONNELL SERVICES	15,174,510.00	-62,054.75	15,112,455.25	14,404,196.92	0.00	708,258.33	95.31%
	TOTAL OTHER EMPLOYEE BENEFITS	15,174,510.00	-62,054.75	15,112,455.25	14,404,196.92	0.00	708,258.33	95.31%
911	RETIREMENT BOARD							
51	PERSONNELL SERVICES	6,082,991.00	0.00	6,082,991.00	6,082,991.00	0.00	0.00	100.00%
	TOTAL RETIREMENT BOARD	6,082,991.00	0.00	6,082,991.00	6,082,991.00	0.00	0.00	100.00%
912	NON-CONTRIBUTORY PENSIONS							
51	PERSONNELL SERVICES	67,209.00	9,200.00	76,409.00	70,534.62	0.00	5,874.38	92.31%
	TOTAL NON-CONTRIBUTORY PENSIONS	67,209.00	9,200.00	76,409.00	70,534.62	0.00	5,874.38	92.31%
990	OTHER FINANCING USES							
51	PERSONNELL SERVICES	0.00	5,306,734.58	5,306,734.58	5,306,734.58	0.00	0.00	100.00%
	TOTAL NON-CONTRIBUTORY PENSIONS	0.00	5,306,734.58	5,306,734.58	5,306,734.58	0.00	0.00	100.00%

**Town of Natick
Capital Projects Fund Balances
June 30, 2013**

Capital Projects

<u>Fund #</u>	<u>Fund Name</u>	<u>Ending Fund Balance</u>
5000	Cap Equip #9 -3 B and 4B 11/10	68.00
5001	Cap Improvement 1-10	1,071,539.32
5002	Ben Hem School	18,840.06
5003	Boden Lane Pump Station	54.96
5004	Computer Equipment	9,019.77
5005	I/Net Equipment	8,316.22
5006	Morse Library	17,763.83
5007	Curbing Boden Lane	16,000.00
5008	Street Lights	28,492.46
5009	Water Treatment Plant	337.75
5010	Wilson/Kennedy Middle	15,359.00
5011	DPW Facility	1,367.19
5012	Highway Chapter 90	30,488.43
5015	Land Acquisitions	2,863.99
5016	Pegan/Cove Lake Coch	13,196.51
5017	Brown School	47,441.31
5018	Fire Truck	3,912.45
5019	CP SW E/Central St 1,015,000	424.00
5020	C/p Springvale Trmt Plant 5.8M	255.73
5021	Capital Equip Ban 1,165K	5,224.11
5022	Capital Imprmt Ban 713k	410,634.87
5023	C/P SWR CLBHSE/SDLBRK RD	32,506.76
5024	Swr/Speen/Nmain/Park GOB 2.1m	316,621.52
5025	Phase 5 Relining	932,500.32
5026	KMS Boiler	50.00
5027	FTM Art 5 Cap Eq Borrowing	771.74
5028	HS Feasibility Study	-
5029	ATM 08 Art 9 CAP Eq Borrow	4,998.78
5030	Police/Fire HVAC (Old x128)	-
5031	High School Const Art 6/7 Jan	2,305,259.07
5032	Senior Ctr Art 1 Jan 10	473,245.14
5033	Ambulance Purch Art 9 Spg '10	25.00
5034	Fire Grnd Repeatr Art 9 Spg '10	15,386.10
5035	Replace h-54 Truck Art 9 SPG 10	-

5036	Replace H-44 Truck Art 9 Spg 10	-
5037	C/P Lndfil/Glf GOB 9,390,000	11,118.44
5038	Sewer I/I Auth Various	101,415.45
5039	C/P Mun Oil Tnk GOB 925,000	1,034.56
5040	Oak St Field	28,094.21
5041	C/P Watlne lkshre GOB 1.040.0	150,106.21
5042	Cap Improvement #12 Art 12B 7, 8, 9 & 10	138,793.08
5043	Cap Improvement #13B 4, 6, 8 & 9	229,499.63
5045	Art 10 FY12	295,000.00
5046	Art 15 FY12	114,418.52
5047	Art 16 FY12	119,761.65
5048	75 West St	711,100.00
5049	Recycling Packers	105,429.00
5050	Bond Rfdg FY12	-
5051	Art 6B FY13	633,971.25
5052	Bond Rfdg FY13	1,614,935.00
TOTAL CAPITAL FUNDS		<u>10,037,641.39</u>

Town of Natick
Balance Sheet
As of June 30, 2013
General Fund 0001 and 0002
(These figures are unaudited)

<u>Assets</u>		
<u>Cash:</u>		
Unrestricted Savings - Operating	28,165,381.00	
Petty Cash Advances:		
Collector	200.00	
Public Works Administration	125.00	
Town Clerk	200.00	
Police Department	100.00	
Recreation #1	100.00	
Recreation #2	100.00	
Community Development	150.00	
Board of Health	35.00	
Council on Aging	80.00	
Fire Department	25.00	
Selectmen	200.00	
School Dept	904.00	
Total Cash		<u>28,167,600</u>
<u>Accounts Receivable:</u>		
<u>Real Estate Taxes:</u>		
Real Estate 2013	1,451,045.73	
Real Estate 2012	126,483.92	
Real Estate 2011	135,854.83	
Real Estate 2010	(33,825.89)	
Real Estate 2009	(2,070.34)	
Real Estate 2008	(47,451.42)	
Real Estate PY	(180,319.83)	1,449,717
<u>Personal Property Taxes:</u>		
Personal Property 2013	5,956.27	
Personal Property 2012	19,331.30	
Personal Property 2011	13,310.01	
Personal Property 2010	12,147.25	
Personal Property 2009	16,926.10	
Personal Property 2008	11,113.86	
Personal Property PY	56,742.10	135,527
<u>Tax Liens & Deferrals:</u>		
Tax Liens Receivable	1,450,535.13	
Tax Per Chapter 41A Receivable	313,222.29	1,763,757
<u>Excise Taxes:</u>		
MVE 2013	450,197.01	
MVE 2012	72,000.39	
MVE 2011	30,345.34	
MVE 2010	23,191.72	
MVE 2009	18,554.37	
MVE 2008	22,772.71	
MVE 2007	(36.25)	
MVE Prior Yrs	81,276.34	
Boat Excise 2010	401.00	
Boat Excise 2011	111.67	
Boat Excise 2012	409.67	
Boat Excise 2013	668.03	699,892
<u>Trash Fees:</u>		
Trash Liens 2006	130.89	
PAYT Program (Pay as you Throw)	116,294.37	116,425
<u>Department Receivables:</u>		
Veterans	140,363.89	
Retiree CH 32-9A1/2	2,024.47	
Ambulance Services	590,814.25	733,203
<u>Other Receivables:</u>		
Parking Fines	32,678.00	
Betterments Added to Tax	3,190.03	
Un-Appportioned Assessments	29,767.08	
Supplemental Tax Receivable	102,589.47	<u>168,225</u>
Total Assets		<u>33,234,346</u>

<u>Liabilities</u>			
Warrants Payable - Operating	1,452,825.51		
Accrued Payroll	6,083,885.62		
Other Liabilities - FY14 Tax Paid FY13	89,895.00	7,626,606	
<u>Deferred Revenue:</u>			
Property Tax	(1,802,971.89)		
Ambulance	590,814.25		
Supplemental Tax	102,589.47		
Tax Liens/Foreclosures	1,450,535.13		
Tax Litigation	-		
Tax Per Chapter 41A	313,222.29		
Land Transferred to Conservation	-		
Motor Vehicle	698,301.63		
Boat Excise	1,590.37		
Trash Fees	-		
Trash Liens	130.89		
Betterments	-		
PAYT Program	116,294.37		
Parking Fines	32,678.00		
Betterments	32,957.11		
Departmental Revenue (Retirees)	2,024.47		
Departmental Revenue (Veterans)	140,363.89	1,678,530	
<u>Allowance for Abatement/Exemptions:</u>			
Year 2013	1,009,941.08		
Year 2012	678,190.48		
Year 2011	544,815.40		
Year 2010	412,129.62		
Year 2009	247,996.53		
Year 2008	143,842.28		
Year 2007	146,393.23		
Prior Years	204,907.16	3,388,216	
<u>Employee Withholdings & Other</u>			
Other Liabilities			
Federal Withholdings	1,079.02		
Withholdings State	683.33		
MTRS	366.88		
Group Life/Dental	(36,818.15)		
Group Health; HMOs, Medex, Tufts, Pilgrim, Network Blue, Fallon	860,577.60		
Deferred Comp Plans; OBRA,457 & Roth	20,991.12		
Egr Life Dividend	-		
Disability Insurance; Jefferson Pilot	3,908.21		
Union Dues	(278.00)		
Undistributed receipts	-		
Tailings Payroll	73,633.22		
Tailings Vendor (1)	182,955.95		
Tailings Vendor (4)	9,103.30		
Natick Metrowest CU (01-9035)	-		
United Way of Metrowest (01-9090)	-	1,116,202	
Total Liabilities		<u>13,809,554</u>	
<u>Fund Balances</u>			
<u>Fund Balances:</u>			
Fund Balance (359000) Fund 0001	14,209,125.39		
Revenue (391000) Fund 0001	117,344,467.65		
Expenditures (393000) Fund 0001	(117,647,020.23)		
Res for Encumbrances (394000) Fund 0001	(1,673,039.38)		
	Undesignated F/B	12,233,533	
Fund Balance Overlay Surplus (3220)	-		
F/B Res for Encumbrances (394000)	Fund 0001 and 0002	1,850,206.10	
F/B Res for Expenditure (352000)	Fund 0001	3,185,581.00	
F/B Res for Cont. Approp. (329500)	Fund 0002	2,865,366.44	
F/B Reserve for Future Debt Service - 2011	Fund 0001	-	
F/B Reserve for Future Debt Service - 2012	Fund 0001	-	
Fund Balance Petty Cash (3250)	Fund 0001	2,219.00	
F/B Res for Approp Deficit (3452) (Snow and Ice Deficit)		(712,114.58)	7,191,258
	Fund 0001		
	Total All F/B	<u>19,424,791</u>	
Total Liabilities and Fund Equity		<u>33,234,346</u>	

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Special Revenue Funds
June 30, 2013
(These figures are unaudited)

ASSETS	School Fund 0012	School Other Special Rev 0100-0999	School State Grants 1000-1499	School Federal Grants 1500-1999	Revolving 2000-2099	Receipts Reserved 2100-2199	Town Special Rev 2200-2099	Town State Grants 3000-3499	Town Federal Grants 3500-3999	Total
Cash and cash equivalents	\$ 163,384	\$ 2,230,723	\$ 340	\$ (84,539)	\$ 223,990	\$ 3,051,774	\$ 4,662,509	\$ 322,884	\$ 17,352	\$ 10,588,417
Investments	-	-	-	-	-	-	-	-	-	-
Receivables:	-	-	-	-	-	-	-	-	-	-
Accounts receivable	-	-	-	-	-	-	175,507	-	-	175,507
Due From Other Governments	-	-	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-	-	-
Total Assets	\$ 163,384	\$ 2,230,723	\$ 340	\$ (84,539)	\$ 223,990	\$ 3,051,774	\$ 4,838,016	\$ 322,884	\$ 17,352	\$ 10,763,924
LIABILITIES AND FUND EQUITY										
Liabilities:										
Warrants and accounts payable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (597)	\$ -	\$ -	\$ (597)
Deferred revenue	-	-	-	-	-	-	175,507	-	-	175,507
Accrued liabilities	-	-	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	174,910	-	-	174,910
Fund Balances:										
Reserved for encumbrances	-	129,738	260	35,259	154	-	11,015	3,001	-	179,427
Unreserved/undesignated	163,384	2,100,985	80	(119,798)	223,836	3,051,774	4,652,092	319,882	17,352	10,409,587
Total Fund Equity	163,384	2,230,723	340	(84,539)	223,990	3,051,774	4,663,106	322,884	17,352	10,589,013
Total Liabilities and Fund Equity	\$ 163,384	\$ 2,230,723	\$ 340	\$ (84,539)	\$ 223,990	\$ 3,051,774	\$ 4,838,016	\$ 322,884	\$ 17,352	\$ 10,763,924

Variance (0) 0 (0)

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Capital Projects
June 30, 2013

ASSETS	Chapter 90	Capital Projects		Capital Projects	Capital Projects	Total All
	Roads Fund 3500	Governmental Fund 5000-5999	Golf Fund 6010-6099	Water/Sewer Fund 6510-6599	Capital Projects	Capital Projects
Cash and cash equivalents	\$ (76,464)	\$ 10,037,641	\$ 954	\$ 2,865,076	\$	12,827,207
Investments	-	-	-	-	-	-
Receivables:						
Accounts receivable	-	-	-	-	-	-
Other assets	-	-	-	-	-	-
Total Assets	\$ (76,464)	\$ 10,037,641	\$ 954	\$ 2,865,076	\$	12,827,207
<u>LIABILITIES AND FUND EQUITY</u>						
Liabilities:						
Warrants and accounts payable	\$ -	\$ (134,688)	\$ -	\$ -	\$	(134,688)
Deferred revenue	-	-	-	-	-	-
Accrued liabilities	-	-	-	-	-	-
Anticipation notes payable	-	-	117,000	-	-	117,000
Other liabilities	-	-	-	-	-	-
Total Liabilities	-	(134,688)	117,000	-	-	(17,688)
Fund Balances:						
Reserved for Expenditures	-	-	-	-	-	-
Reserved for Encumbrances	-	607,102	-	962	608,064	608,064
Reserve for Petty Cash	-	-	-	-	-	-
Unreserved/undesignated	(76,464)	9,565,227	(116,046)	2,864,114	12,236,831	12,236,831
Total Fund Equity	(76,464)	10,172,329	(116,046)	2,865,076	12,844,895	12,844,895
Total Liabilities and Fund Equity	\$ (76,464)	\$ 10,037,641	\$ 954	\$ 2,865,076	\$	12,827,207
Variance	-	-	(0)	-	-	-

TOWN OF NATICK, MASSACHUSETTS

**Combining Balance Sheet
Enterprise Funds
June 30, 2013
(These figures are unaudited)**

<u>ASSETS</u>	<u>Golf Fund 6000</u>	<u>Water & Sewer Fund 6500/6502</u>	<u>Total</u>
Cash and cash equivalents	\$ 153,091	\$ 4,458,538	\$ 4,611,629
Investments	-	-	-
Receivables:	-	3,670,581	3,670,581
Accounts receivable	-	-	-
Other assets	-	-	-
	<hr/>	<hr/>	<hr/>
Total Assets	\$ <u>153,091</u>	\$ <u>8,129,119</u>	\$ <u>8,282,210</u>
 <u>LIABILITIES AND FUND EQUITY</u>			
Liabilities:			
Warrants and accounts payable	\$ 193	\$ -	\$ 193
Deferred revenue	-	3,670,581	3,670,581
Accrued liabilities	-	-	-
Anticipation notes payable	-	-	-
Other liabilities	-	-	-
Total Liabilities	<hr/> 193	<hr/> 3,670,581	<hr/> 3,670,774
Fund Balances:			
Restricted for Debt Service	-	1,251,376	1,251,376
Reserved for encumbrances	6,853	149,079	155,932
Reserved for continuing appropriation	-	1,291,573	1,291,573
F/B Reserve for Exp - Retained Earnings	45,171	-	45,171
Reserve for Petty Cash	200	-	200
Unreserved/undesignated	<hr/> 100,674	<hr/> 1,766,510	<hr/> 1,867,184
Total Fund Equity	<hr/> 152,898	<hr/> 4,458,538	<hr/> 4,611,436
Total Liabilities and Fund Equity	\$ <u>153,091</u>	\$ <u>8,129,119</u>	\$ <u>8,282,210</u>

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Trust and Agency Funds
June 30, 2013
(These figures are unaudited)

ASSETS	Stabilization	Trust Funds	Scholarships	OPEB	Agency	Dir'd Comp	Student Activity	Total
	Fund 7000-7099	Fund 7200-7299	Fund 7600-7699	Fund 7700	Fund 8100-8199	Fund 8500	Other Agency Fund 8900-8950	
Cash and cash equivalents	\$ 8,837,736	\$ 7,241,959	\$ 342,715	\$ 221,613	\$ 3,373,498	\$ -	\$ 330,461	\$ 20,347,982
Investments	-	-	-	-	-	-	-	-
Receivables:	-	-	-	-	-	-	-	-
Accounts receivable	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-
Total Assets	\$ 8,837,736	\$ 7,241,959	\$ 342,715	\$ 221,613	\$ 3,373,498	\$ -	\$ 330,461	\$ 20,347,982
LIABILITIES AND FUND EQUITY								
Liabilities:								
Warrants and accounts payable	\$ -	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Deferred revenue	-	-	-	-	-	-	-	-
Accrued liabilities	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	-	-
Fund Balances:								
Reserved encumbrances	-	-	-	-	-	-	-	-
Nonexpendable	-	-	-	-	-	-	10,106	10,106
Unreserved undesignated	8,837,736	7,241,959	342,715	221,613	3,373,498	-	330,355	20,337,876
Total Fund Equity	8,837,736	7,241,959	342,715	221,613	3,373,498	-	330,461	20,347,982
Total Liabilities and Fund Equity	\$ 8,837,736	\$ 7,241,959	\$ 342,715	\$ 221,613	\$ 3,373,498	\$ -	\$ 330,461	\$ 20,347,982
Variance	(0)	-	-	-	-	-	-	(0)

**Employee Annual Earnings
Calendar Year 2013**

<u>Last Name</u>	<u>First Name</u>	<u>Job Title</u>	<u>BASE</u>	<u>OVERTIME</u>	<u>OTHER</u>	<u>GROSS</u>
<u>SELECTMAN</u>						
WHITE	MARTHA	SELECTMAN / TOWN ADMINISTRATOR	159357.42			159357.42
CARR	MARILYN	PERSONNEL COORDINATOR	8226.22			8226.22
CHALLIS	DONNA	EXECUTIVE ASSISTANT P/TIME	48970.68			48970.68
CLARK	LINDA	BENEFIT MANAGER	58920.5		5412.41	64332.91
FLEMING	MAUREEN	EXECUTIVE ASSISTANT	61337.91		1000	62337.91
TRANFAGLIA	RICHARD	DIRECTOR PERSONNEL	98007.48		1750	99757.48
WILES	ANN	DEPARTMENTAL SUPPORT PERS	8708.08			8708.08
			443528.29	0	8162.41	451690.7
<u>FINANCE DEPARTMENT</u>						
WALTERS YOUNG	MICHAEL	DEPUTY TA / FIN DIRECTOR	115157.85		1750	116907.85
<u>TREASURER/COLLECTOR</u>						
JANKOWSKI	THADDEUS	COLLECTOR TREASURER	105769.25			105769.25
KELLEY	ELIZABETH	ASSISTANT COLLECTOR/TREASURER	61202.87			61202.87
GOLDMAN	ALLISON	ADMINISTRATIVE ASSISTANT	28320.59	1848.6		30169.19
PHILBEN	VICKIE	DEPARTMENT ASSISTANT P/TIME	21094.16			21094.16
PILLA	JUSTINA	ADMINISTRATIVE ASSISTANT	47705.32		3322.1	51027.42
REDDOCH	TERESA	ADMINISTRATIVE ASSISTANT	47879.83		2227.23	50107.06
WURTH	CAROL	EXECUTIVE ASSISTANT 1116 CLKS	48354.94		218.29	48573.23
<u>COMPTROLLER</u>						
ROCHE	PETER	PROCUREMENT OFFICER	73435.87		1000	74435.87
SHAUGHNESSY	MARGARET	STAFF ACCOUNTANT	77694.74			77694.74
SHERMAN	DEBBIE JO	SPECIAL ASSISTANT TO FIN DIR	56172.28		6302.88	62475.16
SKIPPER	JULIE	PAYROLL MANAGER	50907.81			50907.81
TOMASETTI	CYNTHIA	ASSISTANT COMPTROLLER	68888.46		6905.77	75794.23
<u>ASSESSOR</u>						
DANGELO	JANICE	DIRECTOR OF ASSESSING	96268.39		750	97018.39
CONRAD	LORNA	EXECUTIVE ASSISTANT 1116 CLKS	50746	363.5		51109.5
HANSBERRY	ANN	ADMINISTRATIVE ASSISTANT	43606.86			43606.86
MARSHALL	CARL	ASSISTANT ASSESSOR	69517.13		117.15	69634.28
NIEDBALA	CAROL	ASSISTANT ASSESSOR	70030.61			70030.61
SPENCER	MARGARET	DEPARTMENTAL SUPPORT PERS	17988.69			17988.69
			1150741.7	7979.72	16825.8	1175547.17
<u>TOWN CLERK</u>						
PACKER	DIANE	TOWN CLERK	73000.01			73000.01
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	47046.05	1502.55		48548.6
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	49408.83		240	50670.8
HANSEN	NANCY	ADMINISTRATIVE ASSISTANT	40804.34	496.74		41301.08
			210259.23	3021.26	240	213520.49
<u>REGISTRARS</u>						
AWKWARD	ROBERT	ASSISTANT REGISTRAR	965.16			965.16
LAFLEUR	SANDRA	ASSISTANT REGISTRAR	563.01			563.01
LAMBERT	DONNA	#REF!	402.15			402.15
NORTHGRAVES	NANCY	ASSISTANT REGISTRAR	965.16			965.16
PACKER	DIANE	REGISTRAR	1377.96			1377.96
			4273.44	0	0	4273.44
<u>COMMUNITY DEVELOPMENT</u>						
REFFETT	PATRICK	DIRECTOR COMMUNITY DEVELOPMENT	105606.71		1786.27	107392.98
BOIS	ROBERT	ENVIRONMENTAL COMPLIANCE OFF	99320.79			99320.79
CALHOUN	SUSAN	ADMINISTRATIVE ASSISTANT	48263.54	2900.91		51164.45
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	72913.4		6940	79853.4
COX	MAEGAN	ADMINISTRATIVE ASSISTANT	3021.36	284.36		3305.72
GALLERANI	MICHAEL	ECONOMIC DEVELOPMENT PLANNER	7788.47			7788.47
GREEL	ANN	EXECUTIVE PLANNING ASSISTANT	57416.94	17455.51		74872.45
GUSMINI	DAVID	BUILDING COMMISSIONER	24230.78			24230.78
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	63548.33			63548.33
MELCHIORRI	MICHAEL	BUILDING COMMISSIONER	45726.46		26014.52	71740.98
MERKEL	JOSEPH	HOUSING/GENERAL PLANNER	73327.85			73327.85
			601164.63	20640.78	34740.79	656546.2
<u>INSPECTORS</u>						
BOURET	KEVIN	INSPECTOR OF WIRING	9751.2			9751.2
CHAVIOUS	SCOTT	INSPECTOR OF WIRING	71204.42			71204.42
DEMPEY	ROBERT	INSPECTOR OF PLUMBING	41187.8			41187.8
LESSARD	GEORGE	INSPECTOR OF PLUMBING	1840.47			1840.47
			123983.89	0	0	123983.89

Employee Annual Earnings
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FACILITIES MANAGEMENT

COMERFORD	PAUL	FACILITY SERVICES DIRECT-BW	106523.94			106523.94
AHERN	ALEJANDRO	MAINTENANCE TEMPORARY HELP	2168.43			2168.43
ALLEN	MICHAEL	CUSTODIAN - JR II AFTERNOON	43533.49			46581.09
ASSENCOA	WALTER	CUSTODIAN - JR I NIGHT	43399.42	7952.04	250	51601.46
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	43597.88	6063.04	250	49910.92
CALDERON	ISMAEL	CUSTODIAN - JR I NIGHT	42599.42	9462.79	250	52312.21
CARTER	JEFFREY	CUSTODIAN SR II	49389.49	5613.77	250	55253.26
CHAPSKI	LAWRENCE	CUSTODIAN - JR I AFTERNOON	42479.42	3746.7	250	46476.12
CHRISTIE	KEVIN	MAINTENANCE TEMPORARY HELP	3525.35			3525.35
COHEN	JEFFREY	MAINTENANCE TEMPORARY HELP	3223.94			3223.94
COXALL	KEVIN	MAINTENANCE MANAGER	74392.06		1000	75392.06
CRESPI	JORDAN	MAINTENANCE TEMPORARY HELP	2910.39			2910.39
D'AGOSTINO	MARK	CUSTODIAN - JR II AFTERNOON	40994.99	3601.4	250	44846.39
DIAZ	BENJAMIN	MAINTENANCE TEMPORARY HELP	3108.79			3108.79
FAMANIA	CARLOS	CUSTODIAN - SR I DAY	47702.25	11113.1	250	59065.35
FAMANIA	GILBERTO	CUSTODIAN - JR II NIGHT	31687.1	2379.4	250	34316.5
FOWLER	CHRIS	CUSTODIAN - JR I NIGHT	42599.42	6633.18	250	49482.6
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	43533.49	4641.18	250	48424.67
GILBERT	CHRIS	CUSTODIAN - JR II NIGHT	48911.8	4801.85	250	53963.65
GILBERT	SHAWN	CUSTODIAN - SR I DAY	47699.6	6403.46	250	54353.06
GRAHAM	JAMES	WORKING FOREMAN MAINTENANCE	38268.33	11995.17	1054.88	51318.38
GRANT	BARRINGTON	MAINTENANCE TEMPORARY HELP	218.44			218.44
HALLORAN	DANIEL	CUSTODIAN - JR I AFTERNOON	14350.86	223.97		14574.83
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	43571.28	2839.65	250	46660.93
HARVEY	EDWARD	CUSTODIAN - SR I DAY	48513.08	9724.31	250	58487.39
HENDERSON	PETER	CUSTODIAN ASSISTANT NIGHT	52240.19	3386.32	250	55876.51
HERNANDEZ	CHRISTIAN	MAINTENANCE TEMPORARY HELP	4370.41			4370.41
HEYDE	MICHAEL	MAINTENANCE TEMPORARY HELP	3021.55			3021.55
HILL	JAMES	CUSTODIAN - SR I DAY	48129.82	13496.63	250	61876.45
JORDAN	CHRISTOPHER	CUSTODIAN - SR I DAY	46440.97	5962.77	250	52653.74
KENNEY	PATRICK	CUSTODIAN - JR I NIGHT	39979.9	4884.59	250	45114.49
KORPI	ERIKA	MAINTENANCE TEMPORARY HELP	8071.63			8071.63
LAROSA	LEONARD	CUSTODIAN - SR I DAY	54585.69	4468.35	250	50204.04
LAVERZO	JAMES	FAC MAIN-SUPRVSR CUSTODIANS	66133.21	410.5		66543.71
LEBLANC	CHRISTOPHER	MAINTENANCE TEMPORARY HELP	2125.81			2125.81
LINDSEY	GERARD	CUSTODIAN - JR II AFTERNOON	43287.28	3128.93	250	46666.21
LUBINSKI	ROBERT	CUSTODIAN - JR I AFTERNOON	41639.43	10106.44	250	51995.87
LUZ	STEPHANIE	SPECIAL ASST MAINT DIRECTOR	54147.84		750	54897.84
MELLISH	CAROLYN	MAINTENANCE III	50600.46	3986.08	250	54836.54
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	39459.9	6658.49	250	46368.39
MOORES	DAVID	CUSTODIAN SR III	55523.48	15706.14	250	71479.62
MOORES	DAVID	MAINTENANCE II	34760.17	2992.25	250	38002.42
MORRISON	DAVID	MAINT MECHANIC IV	9314.44	873.23	6311.76	16499.43
MORRISON	SCOTT	MAINTENANCE TEMPORARY HELP	3133.97			3133.97
NEE	CONOR	MAINTENANCE TEMPORARY HELP	2602.66			2602.66
NUNEZ	LETICIA	MAINTENANCE TEMPORARY HELP	218.44			218.44
OTERO	OSCAR	CUSTODIAN - SR I DAY	46711.85	8341.23	250	55303.08
PLANT	MARK	CUSTODIAN - JR II DAY	42093.49	7435.51	250	49779
PORTER	EDWARD	MAINTENANCE III	44618.78	10316.17	250	55184.95
RAMALHO	JOHN	CUSTODIAN - JR I DAY	41839.42	5312.03	250	47401.45
REPELLA	TIMOTHY	CUSTODIAN - SR I DAY	48516.12	7415.99	250	56182.11
RICHARD	MAURICE	MAINT MECHANIC IV	40560.69	5653.2	250	46463.89
RINES	DAVID	CUSTODIAN - SR I DAY	42763.84	5703.64	250	48717.48
RODRIGUES	DAVID	CUSTODIAN SR II	49076	14214.78	250	63540.78
RUTKOWSKI	RONALD	MAINT MECHANIC IV	64352.97	20961.61	250	85564.58
SONT*	ANDREW	MAINTENANCE TEMPORARY HELP	3032.95			3032.95
SULLIVAN	JASON	CUSTODIAN - JR I AFTERNOON	17316.6	821.89		18138.49
TOTI	PHILLIP	CUSTODIAN - JR I AFTERNOON	18939.77	826.79		19766.56
VALLE	ROBERT	CUSTODIAN SR II	53443.47	15259.01	5250.01	73952.49
VELASTEGUI	TIMOTHY	MAINTENANCE TEMPORARY HELP	2429.49			2429.49
WATKINS	DAVID	MAINTENANCE TEMPORARY HELP	4290.04			4290.04
WATKINS	KYLE	MAINTENANCE TEMPORARY HELP	3786.29			3786.29
WHITE	GREGORY	CUSTODIAN - JR I AFTERNOON	34892.49	3061.17	250	38203.66
WIGHT	JAMES	CUSTODIAN - JR I AFTERNOON	35811.79	4223.45	250	40285.24
WRIGHT	DREW	MAINTENANCE TEMPORARY HELP	3842.5			3842.5

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ZICKO	JOHN	CUSTODIAN - JR I NIGHT	44199.42	3199.77	250	47649.19
			2202107.9	288799.57	23866.65	2514774.1
<u>WEIGHTS/MEASURES</u>						
MULVEY	JOSEPH	SEALER OF WEIGHTS & MEASURES	14657.52			14657.52
<u>COMMUNITY SERVICES</u>						
LAMBERT	JEMMA	DIRECTOR OF COMMUNITY SERVICE	69615.33			69615.33
<u>SENIOR CENTER</u>						
MUNNS	MOIRA	DIRECTOR COA/HUMAN SERV	75430.73		1732.25	77162.98
BROWN	ANNA	CLERK PART-TIME H4	15514.53			15514.53
BUDD	DEBRA	OUTREACH COORDINATOR	46599.85			46599.85
CARR	THERESA	ADMINISTRATIVE ASSISTANT	46821.92			46821.92
CARSON	NANCY	SOCIAL WORKER	6569.96		690.06	7260.02
CHECKET	HELEN	SOCIAL WORKER	61486.45		358.46	61844.91
COLON	KENNETH	BUILDING MONITOR PART TIME	11567.18			11567.18
CUGINI	ELIZABETH	SENIOR CLERK PERM PT 1116 CLKS	24272.14		2380.63	26652.77
DURANT	LAURA	CLERK PART-TIME H4	6336.24			6336.24
EBELING	ALLAN	BUILDING MONITOR PART TIME	3533.85			3533.85
EDWARDS	KAREN	VOLUNTEER CORDINATOR	14201.08		250	14451.08
FLEMING	BRIAN	BUILDING MONITOR PART TIME	3103.8			3103.8
FLYNN	TIMOTHY	BUILDING MONITOR PART TIME	875.98			875.98
FRUNEAUX	MARCO	BUILDING MONITOR PART TIME	7667.88			7667.88
HUGHES	AMANDA	DEPARTMENT ASSISTANT	7879			7879
KENNEDY	JEFFREY	BUILDING MONITOR PART TIME	6047.65			6047.65
KIRBY	SHARON	PROGRAM ASSISTANT	8400.41			8400.41
MCNALLY	LORRAINE	VOLUNTEER CORDINATOR	15643.5		250	15893.5
MURRAY	MIGNONNE	ASSIST DIRECTOR COUNCIL AGING	59171.74		500	59671.74
PLAYER	CHRISTINA	SOCIAL WORKER	31621.97			31621.97
NAUM	PETER	INDEPENDANT CONTRACTOR	13357.5			13357.5
<u>RECREATION</u>						
CUGINI	RICHARD	DIRECTOR	22785.82		42999.98	65785.8
MARSHALL	JONATHAN	DIRECTOR PARKS & REC SVS	77109.98		2826.85	79936.83
ADELMANN	DERMOT	TIMER/SCORER	955.98			955.98
ALLEN	RAYMOND	PT LABORER RECREATION	3190.88			3190.88
ALLEN	SANDRA	LEADER	562.03			562.03
ALLEN	ROSS	ASSISTANT LEADER	801.59			801.59
APESECHE	TYLER	SPECIALIST	5107.87			5107.87
ARENA	JEAN	ASSISTANT DIRECTOR	5496.48			5496.48
ARTHUR	NICHOLAS	SPECIALIST	274.76			274.76
ASTON	ELIZABETH	SR. COUNSELOR	3750.46			3750.46
BAPTISTE	BENJAMIN	TIMER/SCORER	273.42			273.42
BARBO	LAUREN	ATTENDANT	283.55			283.55
BERSIN	JACOB	ASSISTANT DIRECTOR	2185.54			2185.54
BERTOLINO	BECKY	SPECIALIST	1264.38			1264.38
BERTOLINO	AMY	ASSISTANT DIRECTOR	2143.23			2143.23
BONILLA	KATHERIN	SPECIALIST	3763.59			3763.59
BOUDREAU	COURTNEY	LEADER	1025.64			1025.64
BOURRUT LACOUTURE	JEAN-CLAUDE	ASSIST DIRECTOR FARM	46913.33			46913.33
BOYNTON	ANDREW	TIMER/SCORER	114.39			114.39
BRANDT	JASON	ADULT CONTRACTOR	424.9			424.9
BRIDGE	JEFFREY	CERTIFIED SPORTS OFFICIAL	573.3			573.3
BRYANT	HENRY	SPECIALIST	28.9			28.9
BUGDEN	LEAH	WATER SAFETY INSTRUCTOR	4396			4396
BURKE	MICHAEL	SPECIALIST	5164.25			5164.25
CALDERON	MICHAEL	SR. COUNSELOR	2989.37			2989.37
CANNEY	CAROLINE	LEADER	618.43			618.43
CARNEY	MEGAN	SR. COUNSELOR	2283.52			2283.52
CARTER	MELISSA	REC SPECIAL NEEDS COORDINATOR	25743.72			25743.72
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	535.08			535.08
CAVAGNUOLO	JARED	PROGRAM INSTRUCTOR	1773.74			1773.74
CECCHI	JENNIFER	HEAD LIFEGUARD	1137.64			1137.64
CHASE	ANNE	CAMP NURSE	2139			2139
CHIZEK	CAROLINE	LEADER	2869.72			2869.72
CIGNA	LISA	ASSISTANT DIRECTOR	2540.28			2540.28
CIVIDINO	MARK	SPECIALIST	69.36			69.36
CLARK	JONATHAN	ASSISTANT DIRECTOR	3172.3			3172.3

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CLOVER	EMILY	LEADER	1619.94		1619.94
COBURN	STEPHANIE	SPECIALIST	1101.35		1101.35
COFFEY	MARY LOU	DEPARTMENT ASSISTANT	47151.21	2445.7	49596.91
COFFEY	CHRIS	ASSISTANT DIRECTOR	13178.51		13178.51
COFFEY	ALTORIA	SPECIALIST	6444.75		6444.75
COFFEY	AMBER-RAE	LEADER	10059.38		10059.38
COFFEY	CHRISTOPHER	SPECIALIST	11734.15		11734.15
COHEN	RICHARD	CERTIFIED SPORTS OFFICIAL	535.08		535.08
COHEN	ANGELA	ATTENDANT	264.38		264.38
COHEN	LEAH	SPECIALIST	4612.21		4612.21
COLELLA	ANDREW	ASSISTANT DIRECTOR	4403.7		4403.7
COLEMAN	NICHOLAS	SPECIALIST	3626.95		3626.95
CONAWAY	RHONDA	ASSISTANT DIRECTOR	7111.16		7111.16
CONAWAY	RICHARD	LEADER	1212.12		1212.12
CONAWAY	PATRICK	ASSISTANT LEADER	2971.2		2971.2
CONDON	KIMBERLY	SUPERVISOR MAJOR PROGAMS	14599.65		14599.65
CONNELLY	KRISTEN	LEADER	2003.18		2003.18
COSMOS	PHILLIP	SPECIALIST	4190.5		4190.5
COTTER	JUSTIN	ASSISTANT DIRECTOR	1337.42		1337.42
COTTER	KEVIN	DIRECTOR MEDIUM SIZED PROGRAM	3131.52		3131.52
COTTON	KENNETH	CERTIFIED SPORTS OFFICIAL	477.75		477.75
COUPER	SUSAN	CAMP NURSE	12772		12772
DANIELSON	AMY	SPECIALIST	8482.93		8482.93
DANNIN	SARAH	LEADER	3035.85		3035.85
DESVEAUX	SANDRA	SPECIALIST	672.71		672.71
DIXON	JUDITH	SUPERVISOR MAJOR PROGAMS	2734.62		2734.62
DIXON	STEPHANIE	LEADER	616.11		616.11
DIXON	NOAH	ATTENDANT	1370.03		1370.03
ECKLES	CARLY	WATER SAFETY INSTRUCTOR	6099.59		6099.59
EHLE	CAMERON	SR. COUNSELOR	3238.57		3238.57
FAIR	KEVIN	SR. COUNSELOR	3660.36		3660.36
FAIR	ARTHUR	LEADER	515.04		515.04
FARRELL	MOLLY	ASSISTANT LEADER	2264.03		2264.03
FEAK	DANIEL	SR. COUNSELOR	3963.41		3963.41
FEDERICO-GROME	TAYLOR	LEADER	2641.62		2641.62
FERRARO	MICHAEL	CERTIFIED SPORTS OFFICIAL	611.52		611.52
FINKELSTEIN	DEBORAH	SPECIALIST	2103.81		2103.81
FITZGIBBONS	MATTHEW	SPECIALIST	3473.45		3473.45
FLEMING	KATHLEEN	PROGRAM INSTRUCTOR	2633.51		2633.51
FOLEY	SHANNON	SR. COUNSELOR	2505.75		2505.75
FOLEY	DILLON	ATTENDANT	1395.9		1395.9
FOLEY	PATRICK	LEADER	553.8		553.8
FOLEY	ERICKA	LEADER	1725.6		1725.6
FOLEY	KATY	PLAYGROUP STAFF - MANAGER	4506.58		4506.58
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	62126.39		62126.39
FULLER	DEMETRIUS	SUPERVISOR MAJOR PROGAMS	1515.01		1515.01
FURDAN	BRIDGET	TIMER/SCORER	638.91		638.91
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	783.51		783.51
GARRITY	ELISE	LEADER	2853.44		2853.44
GAZIANO	JUSTINE	TIMER/SCORER	44.64		44.64
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	114.66		114.66
GOOSE	DANIEL	TIMER/SCORER	1719.95		1719.95
GORMAN	SHAUN	TIMER/SCORER	228.78		228.78
GREENWALD O'BRIEN	JESSICA	SUPERVISOR MAJOR PROGAMS	1750.26		1750.26
GREGORIAN	SARAH	SUPERVISOR MAJOR PROGAMS	430.47		430.47
GRIESMER	LEE	LEADER	1024.54		1024.54
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	592.41		592.41
GRIFFITHS	EMILY	LEADER	1937.32		1937.32
GRIFFITHS	BEN	ASSISTANT LEADER	1689.89		1689.89
GUSMINI	SHANNON	LIFE GUARD	1865.48		1865.48
HAMEL	KYLE	LEADER	1620.6		1620.6
HAMNETT	DONALD	LEADER	2664		2664
HANSEN	MIA	HEAD LIFE GUARD	4967.19		4967.19
HEDRICK	STEVEN	CERTIFIED SPORTS OFFICIAL	630.63		630.63
HEUER	WILLIAM	CERTIFIED SPORTS OFFICIAL	535.08		535.08
HILL	JAMIE	SR. COUNSELOR	3127.46		3127.46

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HOURIHAN	THOMAS	ASSISTANT DIRECTOR	2112.15		2112.15
HUBBARD	JAMES	SR. COUNSELOR	3289.85		3289.85
HUNTER	CHANTEL	HEAD LIFE GUARD	4950.98		4950.98
IBRAHIM	ADHAM	SR. COUNSELOR	3343.81		3343.81
JACKSON	CAROL	DIRECTOR MEDIUM SIZED PROGRAM	839.97		839.97
JENKINS	GEORGE	SR. COUNSELOR	3038.85		3038.85
JENNETT	ALLISON	ASSISTANT DIRECTOR	6134.05		6134.05
JOYCE	KATHRYN	BEACH MANAGER	2755		2755
KEARNS	KRYSTAL	LEADER	2990.34		2990.34
KEEFE	KARLA	SUPERVISOR MAJOR PROGAMS	7920		7920
KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	75404.38	973.92	76378.3
KEEFE	BRENNA	SPECIALIST	5340.84		5340.84
KELEMANIK	MARY GRACE	SUPERVISOR MAJOR PROGAMS	1458.55		1458.55
KELLEY	JOANNE	SPECIALIST	666.1		666.1
KENNEDY	MEGHAN	LEADER	2048.32		2048.32
KENNEDY	VICTORIA	TIMER/SCORER	44.64		44.64
KNOTT	STEVEN	ASSISTANT LEADER	791.01		791.01
KRASA	REBECCA	LEADER	1119.5		1119.5
KWOK	ADAM	LEADER	2717.28		2717.28
KYGER	LINDY	TIMER/SCORER	178.56		178.56
LARKIN	JOHN	SPECIALIST	3739.9		3739.9
LAVALLEY	JONATHAN	SR. COUNSELOR	3252.2		3252.2
LEGGETT	KATHERINE	SR. COUNSELOR	3501.4		3501.4
LESSARD	GRACE	WATER SAFETY INSTRUCTOR	4209		4209
LETIZIA	CHRISTOPHER	ASSISTANT DIRECTOR	2203.99		2203.99
LEVINE	JAMES	HEAD LIFE GUARD	4330.62		4330.62
LEVINE	SETH	ADULT CONTRACTOR	333.85		333.85
LI	TONG	LIFE GUARD	4404.84		4404.84
LIBBY	JEFFREY	WATER SAFETY INSTRUCTOR	9273.3		9273.3
LOMBARDO	LINDSAY	TIMER/SCORER	290.16		290.16
LYDON	ANDREW	LEADER	835.34		835.34
MACBLANE	KYLE	ATTENDANT	2279.81		2279.81
MAGARIE	KENNETH	SPECIALIST	3699.2		3699.2
MAGEE	LORRAINE	LEADER	2466.42		2466.42
MALCOLM	DEVAN	TIMER/SCORER	273.42		273.42
MAPEL	ETHAN	ASSISTANT DIRECTOR	8588.09		8588.09
MARTIN	WILLIAM	CERTIFIED SPORTS OFFICIAL	630.63		630.63
MASON	CHRISTOPHER	LEADER	3257.85		3257.85
MASTRIANNI	ZACHARY	TIMER/SCORER	298.53		298.53
MEGA'	JENNIFER	LEADER	267.67		267.67
MILLER	LORA	SPECIALIST	3219.08		3219.08
MILLER	ERIN	ASSISTANT DIRECTOR	65.24		65.24
MOLINA	NANCY	SPECIALIST	8818.14		8818.14
MUCCIARONE	PRESTON	PT LABORER RECREATION	4362.3		4362.3
MURPHY	JACK	ASSISTANT LEADER	1324.51		1324.51
MUSKOPF	JACQUELINE	ASSISTANT DIRECTOR	4305.84		4305.84
NASER	MATTHEW	LIFE GUARD	5701.82		5701.82
O'CONNELL	CHRIS	ASSISTANT DIRECTOR	4289.53		4289.53
O'CONNOR	ANDREW	LIFE GUARD	234.74		234.74
OLSEN	SAMUEL	HEAD LIFE GUARD	1493.85		1493.85
ORDWAY	LAUREN	ATTENDANT	2988.86		2988.86
O'REILLY	LINDA	SPECIALIST	758.43		758.43
O'REILLY	ERIN	SPECIALIST	277		277
PATTERSON	BENJAMIN	SR. COUNSELOR	3189.68		3189.68
PATTERSON	NICOLAS	LIFE GUARD	3094.3		3094.3
PEDRO	EDWARD	ASSISTANT LEADER	135.37		135.37
PICCARDI-HASWELL	CHRISTIAN	ATTENDANT	1463.58		1463.58
PINAULT	LINDA	ADMINISTRATIVE ASSISTANT	53322.37	1436.12	54758.49
PINI	MEGHAN	LEADER	3182		3182
PLAIN	ANNE-MARIE	ASSISTANT DIRECTOR	4468.94		4468.94
POMFRET	ALEX	LEADER	793.78		793.78
PUTNAM	PETER	CERTIFIED SPORTS OFFICIAL	535.08		535.08
RAINONE	AMY	ASSISTANT DIRECTOR	3653.44		3653.44
RAITHEL	COLTON	LEADER	4745.24		4745.24
RAJABI	ROXANNA	LEADER	2869.72		2869.72
RANIERI	NICHOLAS	TIMER/SCORER	22.32		22.32

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RANIERI	MATTHEW	TIMER/SCORER	22.32	22.32
REARDON	DANIEL	LEADER	2364.3	2364.3
REARDON	GREGORY	LEADER	2521.92	2521.92
REARDON	BRAD	LEADER	775.32	775.32
REILLY	KATHRYN	LIFE GUARD	2384	2384
ROBERTS	FRANCIS	SPECIALIST	4279.55	4279.55
RODIS	KEVIN	SPECIALIST	1468.35	1468.35
RODRIGUEZ	MICHELLE	SUPERVISOR MAJOR PROGAMS	8626.66	8626.66
ROGERS	MATTHEW	ASSISTANT DIRECTOR	89.71	89.71
ROLLINS	ANDREW	MANAGER	4648.36	4648.36
ROSS	LORI	DIRECTOR MEDIUM SIZED PROGRAM	3131.52	3131.52
ROVNER	MATTHEW	ADULT CONTRACTOR	394.55	394.55
SAVOIA	NICHOLAS	ATTENDANT	1509.03	1509.03
SAVOIA	REBECCA	TIMER/SCORER	111.6	111.6
SCHNEIDER	MATTHEW	WATER SAFETY INSTRUCTOR	4823.62	4823.62
SEFTON	DONALD	CERTIFIED SPORTS OFFICIAL	458.64	458.64
SEVERANCE	JONATHAN	ASSISTANT DIRECTOR	2006.13	2006.13
SHAGORY	ARIEL	CERTIFIED CAMP NURSE	4340	4340
SHARKEY	LESLIE	SR. COUNSELOR	3115	3115
SHAW-HERLIHY	LAURIE	CLERK PART-TIME H3	4884.21	4884.21
SHEETS-POLING	DANIEL	SPECIALIST	3281.83	3281.83
SIMKINS	LYNDA	DIRECTOR COMMUNITY FARM	70460.11	70460.11
SIMONELLI	MICHAEL	LEADER	1092.8	1092.8
SINCLAIR	CHAD	MANAGER	2479.12	2479.12
SLATTERY	RICHARD	CERTIFIED SPORTS OFFICIAL	707.07	707.07
SMITH	AMANDA	PROGRAM INSTRUCTOR	1773.74	1773.74
SPENCER	JESSICA	LEADER	1061.9	1061.9
SPENCER	RYAN	LEADER	616.42	616.42
SPINAZOLA	RODNEY	ADULT CONTRACTOR	515.97	515.97
STODDART	JEFFREY	LIFE GUARD	3659.81	3659.81
SWANSON	NICHOLAS	LIFE GUARD	4109.73	4109.73
SWANSON	ERIK	ATTENDANT	1961.98	1961.98
TAMAREN-LEDDY	BARRETT	LEADER	3529.8	3529.8
TAMAREN-LEDDY	COLIN	LEADER	2462.55	2462.55
TEHAN	CATHERINE	TIMER/SCORER	111.6	111.6
THALHEIMER	RACHAEL	LIFE GUARD	3905.23	3905.23
THOMPSON	PETER	ADULT CONTRACTOR	1487.15	1487.15
TIERNEY	CHRISTOPHER	LIFE GUARD	3236.28	3236.28
TISHER	CLAUDIA	LEADER	2908.2	2908.2
TOMASSIAN	HEATHER	BEACH MANAGER	5060	5060
TOWNSEND	CASEY	ASSIST DIRECTOR FARM	8076.94	8076.94
TRABUCCO	KELSEY	LEADER	1051.54	1051.54
TRABUCCO	CARRIE	SPECIALIST	2523.7	2523.7
TROGOS	PETER	CERTIFIED SPORTS OFFICIAL	305.76	305.76
TRUDEAU	ASHLEY	LEADER	91.76	91.76
TURNER	AMANDA	SPECIALIST	2839.43	2839.43
UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	35998.54	35998.54
VROTSOS	DYLAN	ASSISTANT LEADER	3170.4	3170.4
WALDEN	CAROLL	SPECIALIST	433.5	433.5
WALKER	BRAD	ASSISTANT DIRECTOR	3800.23	3800.23
WARD	CONOR	TIMER/SCORER	410.13	410.13
WHITE	JAMES	SUPERVISOR MAJOR PROGAMS	3999.26	3999.26
WHITE	JAMES	PT LABORER RECREATION	311.18	311.18
WHITE	AMANDA	SPECIALIST	5030.65	5030.65
WHITNEY	JOHN	TIMER/SCORER	217.62	217.62
WHYTE	DUSTIN	LIFE GUARD	4371	4371
WILBUR	BRIAN	SPECIALIST	3653.63	3653.63
WILLETT	HUGH	HEAD LIFEGUARD	841.8	841.8
WILLIAMS	PATRICIA	DIRECTOR MEDIUM SIZED PROGRAM	6740.13	6740.13
WILLING	ALINA	LEADER	32.47	32.47
WOLF FRITZ	REGINA	DIRECTOR MEDIUM SIZED PROGRAM	8057.14	8057.14
WOODWARD	JONATHAN	DIRECTOR MEDIUM SIZED PROGRAM	4460.79	4460.79
WRIGHT	CINDY	SUPERVISOR MAJOR PROGAMS	8083.19	8083.19
VETERANS				
CAREW	PAUL	VETERANS SERVICES OFFICER	64699.85	64699.85
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKs	51387.41	51387.41

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			1767944.3	3881.82	52962.15	1824788.3
<u>INFORMATIONAL TECHNOLOGY</u>						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	99623.34		9911.01	109534.35
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	11750		11750	
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	70529.73		700.21	71229.94
WHELAN	GERALD	I/S DATA BASE ADMIN	75462.27		7495.3	82957.57
			257365.34	0	18106.52	275471.86
<u>PUBLIC WORKS</u>						
<u>ADMINISTRATION</u>						
CHENARD	WILLIAM	DIRECTOR OF PUBLIC WORKS	120297.34		4899.99	125197.33
ARENA BLAIR	CHERYL	EXECUTIVE ASSISTANT 1116 CLKS	53629.22	22629.17		76258.39
MUI	NELSON	DPW DATA ANALYST	51474.09		2000	53474.09
QUILTY	KELSEY	SUMMER INTERN	5738.61			5738.61
<u>ENGINEERING</u>						
COVIELLO	MARK	TOWN ENGINEER	99635.87		7000	106635.87
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	55548.82		6000	61548.82
BLALOCK	DANIEL	INTERN COOP WORKER	22542.5			22542.5
DEROSA	WILLIAM	PART TIME CONSTRUCTION INSPECTOR	16362.5			16362.5
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	86286.27		7000	93286.27
GLEICHAUF	KURT	INTERN COOP WORKER	20934.41			20934.41
HANSEN	JEFFREY	RECORDS AND PERMITS ENGINEER	65831.47		8500	74331.47
LANE	ADAM	INTERN COOP WORKER	700			700
MASSE	THEODORE	INTERN COOP WORKER	700			700
<u>EQUIPMENT MAINT.</u>						
COLLINS	THOMAS	DIVISION SUPERVISOR /Assistant DPW	102056.2		6500	108556.2
DAUKSZ	MATTHEW	MECHANIC WELDER	41297.37	11595.14	100	52992.51
FISHER JR	KENNETH	GENERAL FOREMAN	53394.28	14374.73	100	67869.01
HAYNES II	WESLEY	WORKING FOREMAN	52659.68	7044.18	100	59803.86
MURPHY	BENJAMIN	MECHANIC WELDER	42203.19	6423.02	100	48726.21
RUDY	RYAN	MECHANIC WELDER	47678.77	9348.17	100	57126.94
ST.GERMAIN	PETER	LEAD MECHANIC	53802.35	6412.55	100	60314.9
WETHERELL	CULLEN	MECHANIC WELDER	20491.53	3187.44	100	23778.97
WILHELM	MITCHELL	MECHANIC WELDER	41200.41	6114.29	100	47414.7
<u>HIGHWAY AND SANITATION</u>						
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	98574.91		7500	106074.91
CAISSIE	BRIAN	SKILLED LABORER	49729.88	18800.59	350	68880.47
CAISSIE	MICHAEL	SANITATION DRIVER	43121.03	12804.97	350	56276
CARRIGG	THOMAS	SKILLED LABORER	44054	15721.09	350	60125.09
CLOUGHER	GERALD	WORKING FOREMAN	47827.5	19653.99	350	67831.49
CORNELIUS	MATTHEW	TRASH COLLECTOR	48699.29	13665.15	350	62714.44
COVIELLO	DAVID	LABORER PART-TIME H3	3247.07	18.92		3265.99
CROSBY	JOSEPH	SKILLED LABORER	14702.24	4667.55		19369.79
CURTIS	STEVEN	HEAVY EQUIPMENT OPERATOR	51006.77	25162.84	350	76519.61
DANGELO	KEITH	SKILLED LABORER	38760.43	8351.01	350	47461.44
DEBEAUCOURT	PATRICK	SKILLED LABORER	29697.82	3937.65	350	33985.47
FRANCIOSE	JOSEPH	SANITATION DRIVER	45024.55	16027.99	350	61402.54
GRADY	PATRICK	LABORER PART-TIME H3	0			0
GRASSEY	ANDREW	LABORER PART-TIME H3	6557.21	28.38		6585.59
HOLMGREN	PAUL	SKILLED LABORER	38466	15960.27	350	54776.27
HOPKINS	THOMAS	GENERAL FOREMAN	61586.13	27978.29	550	90114.42
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	51190.24	20995.78	350	72536.02
IVESON	JEFFREY	SANITATION DRIVER	49320.86	14598.18	350	64269.04
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	51184.52	21749.87	350	73284.39
MAGAZZU	ORAZIO	GENERAL FOREMAN	61848.64	25763.31	350	87961.95
MELCHIORRI	MICHAEL	SKILLED LABORER	35679.83	3345.64	350	39375.47
NICOLI	JAMES	LABORER PART-TIME H3	5693.91			5693.91
PALMER	JAYSON	SANITATION DRIVER	51332.75	8517.17	350	60199.92
PONS	MICHAEL	HEAVY EQUIPMENT OPERATOR	52186.1	25146.96	350	77683.06
PYNE	DANIEL	SKILLED LABORER	47288.06	8262.88	350	55900.94
QUILTY	JOHN	WORKING FOREMAN	55240.01	15643.17	350	71233.18
QUILTY	THOMAS	SKILLED LABORER	51401.7	16918.8	350	68670.5
SLAMIN	PETER	SANITATION DRIVER	51112.13	12630.78	350	64092.91
STICKA	JARED	LABORER PART-TIME H3	8614.25	26.41		8640.66
THOMPSON	MARK	SKILLED LABORER	14652.84	3723.34		18376.18
WALKER	GARY	WORKING FOREMAN	54118.2	13980.75	350	68448.95
DINNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	37305.61	5871.92	1350	44527.53

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HALFREY	ALAN	WORKING FOREMAN	54757.5	16692.46	1500	72949.96
<u>WATER AND SEWER</u>						
PERODEAU	RICHARD	CHIEF PLANT OPERATOR	90211.32		8100	98311.32
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVSR	97647		7300	104947
HARTLEY	JEFFREY	SKILLED LABORER	35679.83	8775.65	1350	45805.48
HEFFLER	STEVEN	WORKING FOREMAN W/LICENSE	69692.95	30594.8	3250	103537.75
HENDRY	JAMIE	PUMPING STATION OPERATOR	42108.43	6537.13	3000	51645.56
MCDANIEL	MICHAEL	GENERAL FOREMAN	56686.41	13941.03	650	71277.44
MCGEEVER	MICHAEL	HEAVY EQUIPMENT OPERATOR	51129.22	11895.75	350	63374.97
AHERN	SEAN	LABORER PART-TIME H3	5551.56			5551.56
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	92209.79		6300	98509.79
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	54732.85	143.42	500	55376.27
BURKE	EDWARD	ASSISTANT SUPERVISOR	69903.81	968.64	7800	78672.45
BURKE	KENNETH	STATION OPER LAB TECH	40755.17	5734.09	2750	49239.26
CRISAFULLI	SAMUEL	SKILLED LABORER	49673.74	11699.06	1500	62872.8
DOLLAWAY	JEFFREY	HEAVY EQUIPMENT OPERATOR	51234.18	12873.74	1500	65607.92
DREW	ALEX	CRAFTSMAN	51079.36	13726.14	2250	67055.5
JONES	JUDITH	ADMINISTRATIVE ASSISTANT	47879.83	1801.62	500	50181.45
LIENHARD	THOMAS	STATION OPERATOR W/LICENSE	57441.48	11219.8	3100	71761.28
MAGAZZU	PETER	SKILLED LABORER	48941.97	4758.07	850	54550.04
MILLER	AARON	STATION OPER LAB TECH	48757.93	11727.58	3850	64335.51
PERODEAU	JOHN	WATER/SEWER DIVISION SUPERVSR	27888		32250	60138
RUDD	SHAWN	SKILLED LABORER	49673.75	16331.6	1250	67255.35
SPURLING	SCOTT	WORKING FOREMAN	53228.29	14553	2550	70331.29
SULLIVAN	WAYNE	CRAFTSMAN	51072.35	14758.48	3750	69580.83
<u>FACILITIES & NATURAL RESOURCES</u>						
GOODHIND	ARTHUR	DIVISION SUPERVISOR	87327.32		8800	96127.32
ALLEN	RICHARD	GENERAL FOREMAN	61192.39	7687.58	550	69429.97
BACCARI	SCOTT	WORKING FOREMAN	54515.02	36474	350	91339.02
COTTER	WILLIAM	SKILLED LABORER	48198.6	24057.58	350	72606.18
GILKEY	BENJAMIN	LABORER PART-TIME H3	6037.06			6037.06
HALPERN	NANCY	GARDENING ASSISTANT	5985.61			5985.61
HENDRICKS	CHRISTOPHER	SKILLED LABORER	5498.09	418.23		5916.32
LEMONT	JOHN	CRAFTSMAN	50107.66	12987.12	550	63644.78
MAGEE	JANE	GARDENING ASSISTANT	4171.08			4171.08
MAHONEY	ROBERT	LABORER PART-TIME H3	6777.88			6777.88
PERRY	TIMOTHY	SKILLED LABORER	49880.31	13136.02	350	63366.33
SPINAZOLA	RODNEY	SKILLED LABORER	48697.31	12449.57	908.9	62055.78
WARD	CODY	LABORER PART-TIME H3	5816.36			5816.36
			4085830.8	783024.5	167858.89	5036714.16
<u>FIRE DEPARTMENT</u>						
SHERIDAN	JAMES	FIRE CHIEF	125457.7		1500	126957.7
ADAMS	RICHARD	FIREFIGHTER	62986.7	7473.83	1635.18	72095.71
ALBERGHINI	WILLIAM	FIREFIGHTER	63280.36	17033.92	9419.73	89734.01
ARENA	JAMES	FIRE LIEUTENANT 4YRS SVS	74366.57	13274.86	3941.26	91582.69
ARENA	SALVATORE	FIRE CAPTAIN	80047.69	20105.26	5186.04	105338.99
ARENA	STEPHEN	FIREFIGHTER	63021.82	6704.8	2260.06	71986.68
ARENA-MYERS	DONNA	EXECUTIVE ASSISTANT 1116 CLKS	27962.01	813.09	12962.39	41737.49
ARSENAULT	DIANNE	EXECUTIVE ASSISTANT FIRE	47671.92	2045.48	1000	50717.4
AUSTIN	JOHN	FIRE CAPTAIN	72566.78	9522.41	5167.86	87257.05
BALCOM	ANDREW	FIRE LIEUTENANT 4YRS SVS	63201.42	9910.27	14092.27	87203.96
BIAGI	RONALD	FIREFIGHTER	62986.7	12249.72	5915.54	81151.96
BLACK	JAMES	FIREFIGHTER	63922.1	15563.09	1451.99	80937.18
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	41633.05	2933.75	6510.96	51077.76
BROGAN	KELLY	FIREFIGHTER/PARAMEDIC	58853.08	6848.97	12691.28	78393.33
CANTOR	ERIC	FIREFIGHTER/PARAMEDIC	20655.52	586.96	3214.59	24457.07
CARNEY	PETER	FIRE DEPUTY CHIEF	86974.84	5937.16	3487.79	96399.79
CARUSO	ANTHONY	FIREFIGHTER/PARAMEDIC	58853.08	7254.56	11414.28	77521.92
CHAMBERLAIN	IAN	FIREFIGHTER	61066.72	9395.88	3915.09	74377.69
COLLINS	CHRISTOPHER	FIREFIGHTER	65919.12	16283.95	6056.36	88259.43
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	47129.82	2530.4		49660.22
CONLON	MICHAEL	FIRE LIEUTENANT 4YRS SVS	70247.36	10329.53	4323.9	84900.79
CONNELLY	EDWARD	FIRE DEPUTY CHIEF	94456.32	18181.74	7746.16	120384.22
CONNELLY	MARK	ACTING CAPTAIN	79935.59	22007.48	10636	112579.07
CORBETT	ASHLEY	FIREFIGHTER/PARAMEDIC	20248.44	560.45	3285.72	24094.61
CORLISS	BRETT	FIREFIGHTER	61066.72	12680.31	3735.18	77482.21

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CRISAFULLI	SAMUEL	FIRE LIEUTENANT 4YRS SVS	67985.66	8994.31	15506.56	92486.53
CURLEY	JOHN	FIREFIGHTER	62736.85	9563.44	3794.19	76094.48
CUSTODIO	KENNETH	FIRE LIEUTENANT 4YRS SVS	18548.22	636.96	20204.95	39390.13
DANGELO	KEVIN	FIREFIGHTER/PARAMEDIC	61319.23	8740.61	20744.63	90804.47
DICICO	DAVID	FIREFIGHTER	61139.69	8021.54	7155.54	76316.77
D'INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	58877.86	8099.28	12890.55	79867.69
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	20248.44	225.98	2892.72	23367.14
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	53465.58	7640.29	9735.22	70841.09
DOUCETTE	GARY	FIREFIGHTER	61620.26	4642.27	1995.18	68257.71
DOW	DANIEL	FIRE DEPUTY CHIEF	92526.22	12687.9	13242.34	118456.46
DOWNING	RONALD	FIRE LIEUTENANT 4YRS SVS	75049.68	16083.63	22752.85	113886.16
FAHEY	JAMES	FIRE LIEUTENANT 4YRS SVS	13066.74	1910.88	14803.43	29781.05
FARQUHARSON	DOUGLAS	FIREFIGHTER	66595.72	9644.89	5660.11	81900.72
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	58853.08	8610.5	13533.78	80997.36
FORANCE	THOMAS	FIRE LIEUTENANT 4YRS SVS	76240.91	17577.72	12299.08	106117.71
FORREST	BARRY	FIREFIGHTER	65384.09	11818.79	6957.54	84160.42
FRANCIOSE	ROCCO	FIRE CAPTAIN	87047.75	848.21	3947.86	91843.82
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	23064.32	432.45	3294.96	26791.73
HAIGIS	MICHAEL	FIREFIGHTER	68185	3545.34	2135.36	73865.7
HARTWELL	DANIEL	FIREFIGHTER	67512.6	3096.27	5442.83	76051.7
HEADLEY	GRANTLEY	FIREFIGHTER	63748.47	7668.72	5131.19	76548.38
HERRING	JOHN	FIREFIGHTER	66074.88	16252.09	11450.54	93777.51
HLADICK	MARTIN	FIREFIGHTER	65599.44	16171.84	4934.73	86706.01
HLADICK	ANDREW	FIRE LIEUTENANT LESS 4YRS SVS	68921.25	13829.55	2587.36	85338.16
KELLEY	TIMOTHY	FIREFIGHTER	62259.75	5050.55	3029.33	70339.63
LAMME	DANIEL	FIREFIGHTER/PARAMEDIC	53383.25	5648.07	13346.5	72377.82
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	53465.58	12142.41	9995.22	75603.21
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	59595.9	5567.4	10586.64	76113.94
LENTINI	MICHAEL	FIRE DEPUTY CHIEF	93327.36	12517.61	7746.16	113591.13
LEVEY	KENNETH	FIRE LIEUTENANT 4YRS SVS	72621.39	12985.24	9726.77	95333.4
LINTON	BRIAN	FIREFIGHTER/PARAMEDIC	63749.92	9890.39	5511.22	79151.53
LIPOMA	VICTOR	FIRE CAPTAIN	76378.66	15850.67	7178.84	99408.17
MABARDY	NICHOLAS	FIREFIGHTER	61139.69	17020.84	15627.46	93787.99
MAGLIOZZI	ROBERT	FIREFIGHTER/PARAMEDIC	62817.84	8459.34	8926.28	80203.46
MAHONEY	WALTER	FIRE LIEUTENANT LESS 4YRS SVS	73476.76	9586.69	5275.14	88338.59
MATHEWS	DANIEL	FIRE LIEUTENANT 4YRS SVS	77835.19	9157.45	3546.11	90538.75
MELCHIORRI	ROCKY	FIREFIGHTER	63833.9	12963.74	5290.18	82087.82
MELLOR	JUSTIN	FIREFIGHTER/PARAMEDIC	50330.41	7211.59	11761.03	69303.03
MITCHELL	ROY	FIRE CAPTAIN	80047.69	17362.95	5786	103196.64
MIX	CHRISTOPHER	FIREFIGHTER/PARAMEDIC	53094.19	5723.63	13285.32	72103.14
MORTARELLI	JOSEPH	FIRE LIEUTENANT 4YRS SVS	67673.87	6278.17	3981.3	77933.34
MULLEN II	MATTHEW	FIREFIGHTER/PARAMEDIC	58913.26	2246.9	9478.28	70638.44
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	68095.14	2803.56	14182.31	85081.01
PERRYMAN	MICHAEL	FIREFIGHTER	63833.9	16127.94	5279.28	85241.12
QUIGLEY-BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	60853.08	2306.89	11175.64	74335.61
QUILTY	MICHAEL	FIREFIGHTER	67612.9	9384.75	8171.36	85169.01
REASONOVER	RANDY	FIREFIGHTER/PARAMEDIC	20248.44	174.77	2892.72	23315.93
REYNOLDS	THOMAS	FIREFIGHTER	66768.3	17508.36	9250.18	93526.84
ROTHMAN	EUGENE	FIRE CAPTAIN	77946.31	19260.93	17362.79	114570.03
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	45778.8	6362.09	9584.94	61725.83
SANSOSSIO	CIRO	FIREFIGHTER	58930.96	5888.18	17100.38	81919.52
SHEARLEY	RICHARD	FIRE LIEUTENANT LESS 4YRS SVS	68609.44	16269.51	13111.28	97990.23
SLATTERY	JOSEPH	FIREFIGHTER	6232.27		16460.42	22692.69
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	72175.3	7684.86	4114.2	83974.36
SMITH	SCOTT	FIREFIGHTER	62520.46	4940.2	7229.28	74689.94
SPENCER	THOMAS	FIREFIGHTER	66877.72	13151.81	4709.18	84738.71
STEVENSON	ROBERT	FIREFIGHTER/PARAMEDIC	45778.8	4960.91	7611.71	58351.42
STICKA	WILLIAM	FIREFIGHTER	63001.01	15800.49	9214.21	88015.71
TOPHAM	THOMAS	FIREFIGHTER	60628.12	22030.84	10675.8	93334.76
TOTA	PAUL	FIRE DEPUTY CHIEF	94279.68	13131.94	13543.6	120955.22
VANTASSEL	GORDON	SUPT OF COMMUNICATIONS	79378.59	8234.7	6029.96	93643.25
WARD	EDWARD	FIRE LIEUTENANT LESS 4YRS SVS	71157.21	15862.19	2472.2	89491.6
WARREN	PATRICK	FIREFIGHTER/PARAMEDIC	23064.32	34.32	3294.96	26393.6
WEDGEWORTH	JOHNNY	FIREFIGHTER	63833.9	3896.75	2055.18	69785.83
WEITSEN II	RICHARD	FIREFIGHTER/PARAMEDIC	61407.34	2306.77	9739.2	73453.31
WHITE	RICHARD	FIRE CHIEF	109557.61	10742.4	13693.6	133993.61

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WILLIAMSON	ERIC	FIREFIGHTER/PARAMEDIC	58853.08	10191.72	11386.64	80431.44
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	60147.52	10898.16	13014.14	84059.82
			5780202.2	842590.01	758076.07	7380668.26
POLICE DEPARTMENT						
HICKS	JAMES	POLICE CHIEF	170166.01		500	170666.01
ALLEY	EDWARD	PARKING ENFORCEMENT P/TIME	3176.8			3176.8
ARENA	EDWARD	POLICE DETECTIVE	66589.78	2563.65	19629.5	88782.93
BAUR	SUSAN	CIVILIAN DISPATCHER	55013.64	1532.24	2100	58645.88
BAZIGIAN	ERIC	POLICE PATROLMAN	68882.24	4547.45	27663.5	101093.19
BLANCHARD	ELIZABETH	POLICE PATROLMAN	66469.82	1889.5	25071.5	93430.82
BOSSELMAN	BRIAN	POLICE PATROLMAN	68849.06	9237.11	15843.5	93929.67
BRACKETT	DEBRA	MATRON	911.35			911.35
BROGAN	DANIEL	POLICE PATROLMAN	68857.16	2665.45	27531.5	99054.11
BURNS	SHANNON	DEPARTMENT ASSISTANT	34052.84	9248.46	1245.03	44546.33
BUTLER	THOMAS	POLICE PATROLMAN	67598.23	32.75	12972	80602.98
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	46782.31	1807.55		48589.86
CAVICCHI	DAVID	PARKING ENFORCEMENT P/TIME	4628.8			4628.8
CIOCCA	DANIEL	CIVILIAN DISPATCHER	48678.29	18185.9	1750	68614.19
COLBY	AUBREY	CIVILIAN DISPATCHER	47633.29	7868.17	2100	57601.46
CONAWAY	BRETT	POLICE SERGEANT	92220.58	17735.9	29977.4	139933.88
DELEHANTY	KEVIN	POLICE PATROLMAN	69917.9	21382.58	29252.8	120553.28
DIMODICA	CHRISTOPHER	POLICE PATROLMAN	67333.56	6130.21	7068	80531.77
DOHERTY	JOHN	POLICE SERGEANT	79699.41	5058.62	1400	86158.03
DONOVAN	RICHARD	DISPATCHER PART TIME	865.8			865.8
DOUGLAS	RICHARD	SPECIAL POLICE OFFICERS			1932	1932
DUNLOP	ROBERT	POLICE SERGEANT	101940.93	6625.43	28566.02	137132.38
FITZGERALD	KENNETH	POLICE PATROLMAN	67153.7	13775.01	31705.4	112634.11
FITZPATRICK	LEO	POLICE SERGEANT	90674.16	7542.64	5726.57	103943.37
FLEMING	LAWRENCE	SPECIAL POLICE OFFICERS			39732	39732
FORDE	VINCENT	POLICE SERGEANT	94948.05	6472.22	40911.82	142332.09
GEISSLER	WILLIAM	POLICE PATROLMAN	66251.71		5977.4	72229.11
GOODWIN	CHARLES	CIVILIAN DISPATCHER	45226.58	22523.96	2100	69850.54
GRAHAM	ALLAN	POLICE SERGEANT	97553.06	4498.29	16852.23	118903.58
GRASSEY	ALFRED	PARKING ENFORCEMENT P/TIME	4401.41			4401.41
GRASSEY	BRIAN	POLICE LIEUTENANT	116671.46	16318.58	20129.95	153119.99
GUNTER	TROY	CIVILIAN DISPATCHER	43811.03	1731.55	2100	47642.58
HALL	RYAN	POLICE PATROLMAN	62916.6		14943.5	77860.1
HALLORAN	RICHARD	POLICE DETECTIVE	69136.36	8030.03	31934.47	109100.86
HASWELL	JOHN	POLICE PATROLMAN	67503	2252.71	32961.5	102717.21
HAYES	JOSEPH	POLICE SERGEANT	7.11	236.93		244.04
HEFFLER	ELIZABETH	POLICE PATROLMAN	66589.78	1419.64	20475.5	88484.92
HOFFMAN	ROBERT	POLICE SERGEANT	100646.79	4509.18	57266.76	162422.73
HOWARD	CHAD	POLICE PATROLMAN	64880.73	17119.34	34971.5	116971.57
INGHAM	BRIAN	POLICE SERGEANT	95809.48	25280.34	14318.4	135408.22
JENNINGS	LEONARD	SPECIAL POLICE OFFICERS	6624		10500	17124
KELLEY	KEVEN	POLICE PATROLMAN	65452.3	3396.85	1608	70457.15
KEOHANE	JAMES	POLICE PATROLMAN	68467.49	2626.19	29990.8	101084.48
KILLEEN	RYAN	POLICE PATROLMAN	53416.77	4664.84	29048.06	87129.67
LACERRA	SCOTT	POLICE PATROLMAN	63899.23	21538.39	11826.4	97264.02
LAMONT	THOMAS	SPECIAL POLICE OFFICERS			32124	32124
LANOUE	GREGORY	POLICE PATROLMAN	67406.98	7775.86	23798.8	98981.64
LAUZON	BRIAN	POLICE LIEUTENANT	113585.35	15285.1	20127.51	148997.96
LEAVITT	DANIEL	DISPATCHER PART TIME	2197.29	5916.28		8113.57
LINTON	JAMES	PARKING ENFORCEMENT P/TIME	16269.77			16269.77
LOFTUS	ERIN	CIVILIAN DISPATCHER	54422.97	8751.3	2600	65774.27
MABARDY	MICHAEL	POLICE PATROLMAN	64943.49	10495.07	16672.6	92111.16
MASON	PETER	SPECIAL POLICE OFFICERS			10020	10020
MELNIK	SERGEY	POLICE PATROLMAN	50383.27	3672.54	24513.28	78509.09
MORRILL	DIANE	POLICE PATROLMAN	72157.89	725.4		72883.29
MUNGER	SEAN	POLICE PATROLMAN	67153.7	8134.53	7237.4	82525.63
MURPHY	ROBERT	POLICE PATROLMAN	66503.04	169.5	35247.5	101920.04
NGUYEN	TOAN	POLICE PATROLMAN	68318.5			68318.5
ORDWAY	JAMES	POLICE DETECTIVE	70256.56	2488.81	6885.5	79630.87
O'SHAUGHNESSY	JAMES	POLICE PATROLMAN	62531.9	12122.68	5532	80186.58
PAGLIARULO	STEVEN	POLICE LIEUTENANT	113408.76	1930.54	1400	116739.3
PAYNE	RYAN	POLICE PATROLMAN	66273.7	4033.55	35197.4	105504.65

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QUILTY	JAMES	POLICE PATROLMAN	64992.08	7767.8	17643.5	90403.38
RADOCK	EDWARD	CLERK PART-TIME H3	15229.93			15229.93
RICHARDSON	RONALD	POLICE PATROLMAN	67046.46	3335.67	14832	85214.13
RODRIGUEZ	CHRISTIAN	POLICE PATROLMAN	66751.82	3626.93	42639.5	113018.25
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	109133.51	4785.26	5489.78	119408.55
ROURKE	TRACY	CIVILIAN DISPATCHER	52246.52	793.38	1600	54639.9
SALIS	S CHRISTOPHE	POLICE PATROLMAN	68882.24	25014.94	48875.5	142772.68
SCOTT	DONNA	CIVILIAN DISPATCHER	53342.34	563.89	600	54506.23
SHOWSTEAD	CHRISTOPHER	POLICE PATROLMAN	66155.66	5349.97	37716	109221.63
ST.HILAIRE	MARK	POLICE SERGEANT	95950.97	1324.04	18822.77	116097.78
STERLING	MARK	CIVILIAN DISPATCHER	55321.32	2890.82	2600	60812.14
SUTHERLAND	JASON	POLICE PATROLMAN	65296.64	32594.12	6157.4	104048.16
TAYLOR	SEAN	POLICE PATROLMAN	35785.74	405.45	7599.1	43790.29
THOMPSON	PAUL	POLICE SERGEANT	94018.99	13984.69	31481.55	139485.23
THURSTON	JOSEPH	POLICE PATROLMAN	78098.59		1130	79228.59
TOSI	KEITH	ANIMAL CONTROL OFFICER	46116.48	5698.78	4679.06	56494.32
VIEIRA	RICHARD	POLICE SERGEANT	101929.29	8633.83	41927.78	152490.9
VITALE	THOMAS	POLICE PATROLMAN	68003.08	2887.25	15295.4	86185.73
WADE	SCOTT	POLICE PATROLMAN	67598.23	2828.03	5796	76222.26
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	50703.89		500	51203.89
WHITE	ROBERT	SPECIAL POLICE OFFICERS	13104	227.85	24680.22	38012.07
CROSSING GUARDS						
BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	7380.8			7380.8
BOURET	CASSANDRA	SCHOOL TRAFFIC SUPERVISOR	10976.28			10976.28
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	6929.76			6929.76
CHAREST	ANTHONY	SCHOOL TRAFFIC SUPERVISOR	10117.8			10117.8
COLLINS	CAROLYN	SCHL TRAFFIC SPVSR 2 POSTS	12048.74			12048.74
LEMIEUX	SUSAN	SCHOOL TRAFFIC SUPERVISOR	6737.76			6737.76
MARCHAND	KATHLEEN	RESERVE CROSSING GUARD	977.94			977.94
MARTINO	JUDITH	SCHL TRAFFIC SPVSR 2 POSTS	11037.6			11037.6
MCPARLAND	LINDA	SCHOOL TRAFFIC SUPERVISOR	829.49			829.49
MURPHY	EDWARD	SCHL TRAFFIC SPVSR 2 POSTS	11037.6			11037.6
MURRAY	ROBIN	SCHOOL TRAFFIC SUPERVISOR	9527.86			9527.86
SAURO	BARBARA	SCHOOL TRAFFIC SUPERVISOR	7298.8			7298.8
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	7503.79			7503.79
TAHMILI	ANGELIA	RESERVE CROSSING GUARD	119.66			119.66
			5036353.4	484661.52	1241104.56	6762119.51
BOARD OF HEALTH						
WHITE	JAMES	DIRECTOR PUBLIC HEALTH	95432.89		750	96182.89
ANDERSON	JANE	ENVIR HEALTH AGENT	66057.6		500	66557.6
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	68350.63		7284.22	75634.85
COTTER	JEAN	DEPARTMENT ASSISTANT	45052.11			45052.11
MERCER	LEILA	PUBLIC HEALTH NURSE	63521.98		270.06	63792.04
MORGAN	PAMELA	EXECUTIVE ASSISTANT 1116 CLKS	52796.8		247	53043.8
TOSI	KEITH	ANIMAL INSPECTOR	3377.52			3377.52
			394589.53	0	9051.28	403640.81
MORSE LIBRARY						
STETSON	LINDA	DIRECTOR MORSE INSTITUTE	95385.36			95385.36
ARNOLD	KRISTEN	(H) LIBRARY ASSISTANT	21321.3	2071.58		23392.88
BAILEY	ELIZABETH	(H) REFERENCE LIBRARIAN	52085.82	881.05		52966.87
BARNICLE	SUSANMARIE	(S) CHILDREN'S LIBRARIAN	63824.01	3121.66		66945.67
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	64371.82			64371.82
BATES	PATRICIA	(H) LIBRARY ASSOCIATE	12812.42	1523.2		14335.62
BEEKMAN	BARBARA	LIBRARY PAGES	1723.13			1723.13
BERNFELD	LINDA	(H) REFERENCE LIBRARIAN	24770.03	593.28		25363.31
BIACETTI	CELIA	LIBRARY PAGES	4060.2			4060.2
BORDEAUX	GAYLENE	M/LIB ARCHIVIST	14635.23	472.85		15108.08
BORGH	MARY	(S) LIBRARY ASSISTANT	42936.78	873.44		43810.22
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	64006.06	787.11		64793.17
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	54582.37	2366.19	5445.84	62394.4
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	38233.19	2515.34		40748.53
CULKIN	CONSTANCE	(H) LIBRARY ASSISTANT	2958.15	1788.43		4746.58
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	387			387
DENNIS	SAMUEL	LIBRARY PAGES	2035.64			2035.64
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	18663.92	595.64		19259.56
DIOTT	ADDISON	LIBRARY PAGES	974.4			974.4

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DONNELLY	MARY ANN	(H) LIBRARY ASSOCIATE	1955.37	175.99		2131.36
EDWARDS	DYLAN	LIBRARY PAGES	1780.8			1780.8
FINLAY	JANE	ASSISTANT DIRECTOR LIBRARY	73459.12		500	73959.12
FLAHERTY	KATHLEEN	(H) LIBRARY ASSOCIATE	11571.92	761.12		12333.04
HANSEN	NICHOLAS	LIBRARY PAGES	3946.35			3946.35
HARNEY	CONOR	LIBRARY PAGES	109.2			109.2
HINCKLEY	CAROL	(H) LIBRARY ASSOCIATE	16578.55	1225.87		17804.42
HOLMES	CARY	(H) REFERENCE LIBRARIAN	24297.83	5030.44		29328.27
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	56581.59	3575.74		60157.33
JONES	MARTHA	(S) SUPERVISOR TECHNICAL SVS	70846.47			70846.47
KORNBLUM	SUSAN	(H) LIBRARY CLERK	5456.38			5456.38
KRIGER	JEANNE	(H) LIBRARY ASSOCIATE	19065.47	207.76		19273.23
KYRIAKIS	DEMETRIOS	(S) SUPERVISOR REFERENCE SVS	70246.47			70246.47
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	56524.33	1159.69		57684.02
LAWRENCE-ARCHER	JAMES	LIBRARY PAGES	8227.96			8227.96
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	18196.73	2036.76		20233.49
MAGEE	JANE	(H) LIBRARY ASSISTANT	32747.64	2001.71		34749.35
MAGEE	JONATHAN	LIBRARY PAGES	1001.38			1001.38
MCGILLIS	JENNIFER	(H) LIBRARY ASSISTANT	36322.81	2784.78		39107.59
NARDI	MARIE	COMMUNITY RELATIONS/GRNT COOI	39405.19	822.01		40227.2
PANDIL	PATRICIA	(H) LIBRARY ASSOCIATE	15217.25	765.14		15982.39
PERKINS	KAREN	(H) LIBRARY ASSISTANT	37828.02	2354.73		40182.75
PHILLIPS	FAY	(H) LIBRARY ASSOCIATE	18054.79	1475.29		19530.08
QUINN	NORINE	(H) LIBRARY ASSOCIATE	18304.29	1209.53		19513.82
REDINGTON	DELL	(S) LIBRARY ASSISTANT	42106.03	2052.48		44158.51
REICHMAN	KRISTIN	(H) LIBRARY ASSOCIATE	858.45	599.87		1458.32
RICHARD	JANET	(H) LIBRARY ASSISTANT	30684.13	295.81		30979.94
RIZOLI	KELLY	(H) LIBRARY ASSOCIATE	7339.37	756.16		8095.53
SCHNEIDER	REBECCA	(H) REFERENCE LIBRARIAN	49206.71	1965.49	250	51422.2
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	18761	2312.11		21073.11
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	12793.51	2720.76		15514.27
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	70111.21	3594.98		73706.19
SMITH	TIMOTHY	LIBRARY PAGES	258.68			258.68
STARK	JOY	LIBRARY PAGES	294			294
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	48313.06	983.14		49296.2
SULLIVAN	MAUREEN	PROC.COORD.VETS ORAL HISTORY	19161.75			19161.75
TAYLOR	NINA	(S) REFERENCE LIBRARIAN	40609.72	464.53		41074.25
TURNER	KATHLEEN	(H) LIBRARY ASSOCIATE	13033.3	510.17		13543.47
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	8126.93	775.59		8902.52
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	69613.79	5417.11		75030.9
YANEZA	JAIME	LIBRARY PAGES	1673.7			1673.7
YIN	LISA	(H) LIBRARY ASSOCIATE	11074.22	535.92		11610.14
			1566126.9	66160.45	6195.84	1638483.23

BACON LIBRARY

BRISBIN	JOHN	DIRECTOR BACON FREE	52488.51			52488.51
CARUSO	FRANCES	LIBRARY ASSISTANT BACON FREE	13804.59			13804.59
MAYNARD	CHARLANNE	LIBRARY ASSISTANT BACON FREE	1549.41			1549.41
MEYER	HOLLEY	ASSIST DIRECTOR BACON FREE	35462		250	35712
STIRLING	CASEY	LIBRARY ASSISTANT BACON FREE	8398.23			8398.23
WALSH	JOHN	LIBRARY ASSISTANT BACON FREE	5718.54			5718.54
			117421.28	0	250	117671.28

SASSAMON TRACE GOLF COURSE

MEAGHER	PETER	MANAGER SASSAMON TRACE GOLF C	70079.12	12361.71		82440.83
ARMANDO	KRISTOFFER	SUPERINTENDANT GOLF COURSE	43723.18			43723.18
BARDELLINI	FRANCIS	RANGER/STARTER GOLF COURSE	1555			1555
BOGLE	KERRY	CLUB HOUSE ATTENDANTS	3412.5			3412.5
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS	3148.75			3148.75
COHEN	BRADLEY	RANGER/STARTER GOLF COURSE	1805			1805
COLLINS	VINCENT	GOLF COURSE MECHANIC	9390			9390
DAVIDSON	ERIC	CLUB HOUSE ATTENDANTS	4405.5			4405.5
DONNELLY	ROBERT	RANGER/STARTER GOLF COURSE	1547.5			1547.5
FILLEDES	TASSOS	RANGER/STARTER GOLF COURSE	1220			1220
FIORENTINO	GREGG	CLUB HOUSE ATTENDANTS	3250.5			3250.5
FLEMING	BRIAN	CLUB HOUSE SUPERVISOR	1977.25			1977.25
HUNTT	BRYCE	RANGER/STARTER GOLF COURSE	360			360
KENIRY	ROBERT	RANGER/STARTER GOLF COURSE	8095			8095

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KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	6756			6756
KWOK	BRANDON	CLUB HOUSE ATTENDANTS	3865			3865
MCDOWELL	KURT	ASSIST MANAGER GOLF COURSE	23680.37			23680.37
MUCCIARONE	DAVID	GOLF COURSE FOREMAN	27125			27125
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS	2667.5			2667.5
RAE	WILLIAM	CLUB HOUSE SUPERVISOR	2473.25			2473.25
SCHROEDER	SAMUEL	CART ATTENDANT	1139.02			1139.02
SEGAL	DAVID	CLUB HOUSE ATTENDANTS	2625			2625
SHEINFELD	ROBERT	RANGER/STARTER GOLF COURSE	5147.5			5147.5
SURFACE	PAUL	CLUB HOUSE ATTENDANTS	1405			1405
WHITE	ROBERT	EQUIPMENT OPERATOR GOLF	6900			6900
WORTHINGTON	CARTER	CLUB HOUSE ATTENDANTS	5494.25			5494.25
			173168.07	0	0	173168.07

NON-CONTRIBS

CARDELLICCHIO	DOLORES	NON CONTRIB PENSION	16208.25			16208.25
CAREY	CONSTANCE	NON CONTRIB PENSION	6630.8			6630.8
POTENZA	HELEN	NON CONTRIB PENSION	20649.75			20649.75
			43488.8	0	0	43488.8

RETIREMENT BOARD

BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	95203.81			95203.81
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASST	64229.2			64229.2
SULLIVAN	ROSEMARY	RETIRE BD CLERICAL STAFF	11062.5			11062.5
			170495.51	0	0	170495.51

SCHOOL

SCHOOL ADMINISTRATION - 22

AHERN	JOAN	LEVEL III SECRETARY SCHOOL YR	40773.83			40773.83
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	8685.5			8685.5
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	7604.5			7604.5
AUCOIN	CATHERINE	LEVEL II SECRETARY SCHOOL YEAR	44664.17			44664.17
BARBATO	GAIL	SUBSTITUTE COORDINATOR	19488			19488
BARRALES	EVELYN	ABA TECHNICIAN	29360.56			29360.56
BERNARD	KELLY	ABA TECHNICIAN	30569.34			30569.34
BLACKADAR	WARREN	STRENGTH & CONDITIONING COACH	11992			11992
CACCAVELLI	ROBIN	LEVEL III SECRETARY SCHOOL YR	38660.74	337.5	3315.4	42313.64
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	29970.59			29970.59
CASANO	JOSEPH	INSTRUMENTAL MUSIC INST PRIVAT	13420			13420
CASANO	MICHAEL	INSTRUMENTAL MUSIC INST PRIVAT	7758.5			7758.5
CATLIN	AMY	CLERICAL WORKER PART TIME	8992.55			8992.55
COHEN	DONNA	LEVEL II SECRETARY SCHOOL YEAR	43680.95			43680.95
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	22957.77			22957.77
CRANDALL	THERESE	LEVEL II SECRETARY SCHOOL YEAR	42888.34			42888.34
CROSBY	CHRISTINE	LEVEL II SECRETARY SCHOOL YEAR	44267.68			44267.68
CULKIN	CONSTANCE	MEDIA PARA ELEM & MIDDLE	25131.66			25131.66
D'ANTONIO	JUDITH	JOB COACH/TECH	18782.28			18782.28
DAVIDSON	PATRICIA	LEVEL III SECRETARY SCHOOL YR	38790.95			38790.95
FELDMAN	AMANDA	ABA TECHNICIAN	5537.45			5537.45
GERSHKOWITZ	BARBARA	DETENTION SUPERVISOR	1184.4			1184.4
GREEN	CATHERINE	ONLINE TRAINING FACILITATOR	24638.52	935.6		25574.12
HARVEY	ROXANN	ABA TECHNICIAN	2961.62			2961.62
HERNANDEZ	SUSAN	DETENTION SUPERVISOR	1113.83			1113.83
HOLIHAN	JEANNE	MEDIA PARA ELEM & MIDDLE	28758.39	123.05		28881.44
HOUSTON	BRUCE	INSTRUMENTAL MUSIC INST PRIVAT	3454.5	750		4204.5
HURD	PAMELA	CERTIFIED LICENSED ASSISTANT	37975.62			37975.62
JASSAL	HARDEEP	ABA TECHNICIAN	32810.51			32810.51
JOHNSON	MARY	SECRETARIES - RETIRED SUBS	1796.28			1796.28
JOHNSON	STANLEY	INSTRUMENTAL MUSIC INST PRIVAT	16283			16283
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	11466			11466
KELLEY	DONNA	LEVEL II SECRETARY SCHOOL YEAR	44041.89	96.68		44138.57
LABOLLITA	JENNIFER	ABA TECHNICIAN	27219			27219
LANGAN	LEIGH-ANN	MEDIA PARA ELEM & MIDDLE	24661.59			24661.59
LARKIN	CATHERINE	LEVEL II SECRETARY SCHOOL YEAR	45719.69	2150.16		47869.85
MAGREGOR	JOYCE	LEVEL II SECRETARY SCHOOL YEAR	41202.05			41202.05
MAILLET	ELLEN	LEVEL II SECRETARY SCHOOL YEAR	40968.78	14.23		40983.01
MAKRANSKY	BARBARA	MEDIA PARA ELEM & MIDDLE	25066.04			25066.04
MCDERMOTT	ROSE	LEVEL II SECRETARY SCHOOL YEAR	33685.01			33685.01
MCDONALD	PAULA	ABA TECHNICIAN	5074.52			5074.52

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MILCH	DOUGLAS	ONLINE TRAINING FACILITATOR	39995.68		1785	41780.68
MORIN	ELIZABETH	ABA TECHNICIAN	28191.53			28191.53
MOSS	REBECCA	MEDIA PARA ELEM & MIDDLE	26177.66	200		26377.66
PIETTE	LEEANN	ABA TECHNICIAN	19718.41			19718.41
PRESUTTI	WILLIAM	BUILDING MONITOR	33109.24	337.5		33446.74
REAM	DEBORAH	INSTRUMENTAL MUSIC INST PRIVAT	17359.5			17359.5
RONDEAU KEEDY	JEANNINE	ABA TECHNICIAN	19316.3			19316.3
ROONEY	VALERIE	LEVEL III SECRETARY SCHOOL YR	30656.32			30656.32
SILVERSTEIN	STEVEN	INSTRUMENTAL MUSIC INST PRIVAT	18768	87.5		18855.5
SLATTERY	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	44267.68	850		45117.68
SPENCER	LISA	LEVEL II SECRETARY SCHOOL YEAR	44267.68			44267.68
STAFFORD	TERRI	MEDIA PARA ELEM & MIDDLE	22686.72			22686.72
TARANTO	RAMON	INSTRUMENTAL MUSIC INST PRIVAT	15649			15649
THOMAS	JANE	HIGH SCHOOL TUTOR	16119.2			16119.2
TOMASO	JOSEPH	WELLNCTRSUPERVISOR	32813.44	4700.13		37513.57
TUXBURY	MEGAN	ABA TECHNICIAN	29888.56	200		30088.56
URBANI	ANGELO	INSTRUMENTAL MUSIC INST PRIVAT	13402			13402
WONG	BRIAN	MEDIA PARA HIGH SCHOOL	28129.59	200		28329.59
YOUNG	MARIA	MEDIA PARA ELEM & MIDDLE	28976.66			28976.66
ASHWORTH	DESTINY	LEVEL I SECRETARY	17695.98	281.15		17977.13
			1511247.8	11263.5	5100.4	1527611.65
<u>SCHOOL ADMINISTRATION-52</u>						
BACON	ELLEN	FINANCIAL ANALYST	71679.12			71679.12
BAER	JESSICA	TECHNOLOGY TRAINER	50966.14	778.59		51744.73
BECERRA	STEPHANIE	NETWORK ENGINEER	64437.12	713.22		65150.34
BECKWITH	IRENE	SECRETARY TO DIR FISCAL MGMT	53762.53			53762.53
BECKWITH	TODD	TECHNICIAN II	42519.88	144.43		42664.31
BOLAND	RYAN	TECHNOLOGY INTERN	5573.23			5573.23
BRAUNSCHEWIGER	DEREK	TECHNICIAN II	55104.52	1073.01		56177.53
CONSTANTINE	VIRGINIA	LEVEL I SECRETARY	32247.09	66.96	2237.53	34551.58
CULVER	SHERRY	DATA MANAGER	71407.46	800		72207.46
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	121107.6			121107.6
DINERMAN	ERICA	GRANT MANAGER	51841.7			51841.7
DIRIENZO	SUZANNE	LEVEL II SECRETARY	49781.93			49781.93
DRETLE	ASTRID	PROJECT COORDINATOR	7142			7142
EMANUEL	CAROLINE	DATA ANALYST	50057.84	600		50657.84
FOSSETT	KAREN	CLERICAL WORKER PART TIME	1439.22			1439.22
GARRAN	BETH	BOARD CERT BEHAVIOR ANALYST	47184.72			47184.72
GELLER	JASON	TECHNOLOGY INTERN	2480.81			2480.81
GRIMNER	SUSAN	PLANNING & BUDGET ANALYST PPS	62382.36	2500		64882.36
HENDERSON	ADAM	LEVEL II SECRETARY	49481.93	319.09		49801.02
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	68355.97			68355.97
HURLEY	WILLIAM	DIR FISCAL/MANAGEMENT SERVICE	123668.2			123668.2
JOHNSON	SUZANNE	DATA ENTRY CLERK	23934.79			23934.79
JOYAL	PAULA	DATA ENTRY CLERK	5091.56			5091.56
KELLEY	SUSAN	LEVEL III SECRETARY	34717.81	2470		37187.81
LEDUC	KAREN	ASST SUPERINTENDENT CURRICULI	69083.56			69083.56
LINTON	SANDRA	LEVEL II SECRETARY	49731.93			49731.93
LUFF	TIMOTHY	DIRECTOR PUPIL SERVICES	116607.68			116607.68
MA	JULIE	BOARD CERT BEHAVIOR ANALYST	79236.65			79236.65
MAGLEY	GRACEANN	ONLINE LEARNING SUPERVISOR	41538.48			41538.48
MARASCIA	PAMELA	LEVEL II SECRETARY	46829.25			46829.25
MATTIA	KATHLEEN	LEVEL I SECRETARY	50821.44			50821.44
MAURO	JANET	LEVEL III SECRETARY	46729.49	90.75		46820.24
MCAULEY	COLLEEN	SECRETARIES - RETIRED SUBS	38017.62	1726.84	5027.62	44772.08
MURPHY	KAREN	LEVEL I SECRETARY	52224.7			52224.7
NOLIN	ANNA	ASST SUPERINTENDENT CURRICULI	123597.26			123597.26
POTTS	JEANETTE	LEVEL I SECRETARY	52124.7			52124.7
REILLY	SHARON	SECRETARY TO SUPERINTENDENT	64579.02			64579.02
ROBIDOUX	PAMELA	LEVEL II SECRETARY	50351.93	14.51		50366.44
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	118382.8			118382.8
SANCHIONI	PETER	SUPERINTENDENT SCHOOLS	187716.94		12153.85	199870.79
SANDOW	JOANNE	LEVEL III SECRETARY	31909.41	337.97	4107.71	36355.09
SLATTERY	DONNA	LEVEL II SECRETARY	49681.93	732.03		50413.96
SOENS	JOSEPH	TECHNOLOGY INTERN	1798.79			1798.79
SWANSON	KIMBERLY	CLERICAL WORKER PART TIME	3104.8			3104.8

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THISTLE	JASON	NETWORK MANAGER	79642.42	217.93		79860.35
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	52177.42			52177.42
WARD	TRACY	LEVEL II SECRETARY	17060.13	184.78		17244.91
WARREN	DANIEL	TECHNICIAN II	55104.52	252		55356.52
WESTLAKE	EMERY	TECHNICIAN II	53020.9			53020.9
WHITE	SANDRA	LEVEL III SECRETARY	46429.49			46429.49
WILLIAMSON	CHRISTOPHER	TECHNOLOGY INTERN	2684.58			2684.58
WILSON	LAKISHA	HELP DESK MANAGER	64437.12	360.29		64797.41
			2790990.5	13382.4	23526.71	2827899.6

STUDENT SUPPORT FACILITATORS

ACKERLEY	JEANNE	STUDENT SUPPORT FACILITATOR	23313.28			23313.28
ALESSANDRO	THERESA	BUILDING SUPPRT HIRED AFT 9/94	10652.29			10652.29
ARNO	KIMBERLEE	CAFETERIA MONITOR	1624.86			1624.86
AVOLESE	ANDREA	STUDENT SUPPORT FACILITATOR	21077.37			21077.37
BELL	CAROLE	STUDENT SUPPORT HIGH SCHOOL	24772.18			24772.18
BERELOWITZ	ELANA	STUDENT SUPPORT FACILITATOR	20036.69			20036.69
BERG	LYNDA	BUILDING SUPPRT HIRED AFT 9/94	9952.36			9952.36
BERGIN	JAN	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
BOUDREAU	KYLE	STUDENT SUPPORT HIGH SCHOOL	21490.4	1975		23465.4
BOUDREAU	ALEXANDRA	STUDENT SUPPORT HIGH SCHOOL	5086.08			5086.08
BRENNEMAN	MICHAEL	STUDENT SUPPORT HIGH SCHOOL	25612.18			25612.18
BROWNE	DARLENE	FEIP TUTORS	11363.9			11363.9
CAIN	KAREN	STUDENT SUPPORT FACILITATOR	23669.86			23669.86
CALDERON	MARY	STUDENT SUPPORT FACILITATOR	21852.26			21852.26
CANTER	ANN	FEIP TUTORS	10618.21			10618.21
CHRZANOWSKI	DIANA	STUDENT SUPPORT FACILITATOR	23206.76			23206.76
COHEN	RICHARD	CAFETERIA MONITOR	172.33			172.33
COLEMAN	NICHOLAS	STUDENT SUPPORT HIGH SCHOOL	21631.3	200		21831.3
COSMOS	PHILLIP	STUDENT SUPPORT FACILITATOR	10849.8			10849.8
D'ALESSANDRO	MICHAEL	STUDENT SUPPORT FACILITATOR	9618	55.31		9673.31
DALICANDRO	ROSARIA	FEIP TUTORS	4479.31			4479.31
DALY	KATHLEEN	STUDENT SUPPORT HIGH SCHOOL	24772.18			24772.18
DANIELSON	AMY	STUDENT SUPPORT FACILITATOR	16024.51			16024.51
D'ANTONIO	JENNIFER	STUDENT SUPPORT FACILITATOR	21485.62			21485.62
DEHART	DEBORAH	FEIP TUTORS	11094.4			11094.4
DESANTIS	GRETCHEN	CAFETERIA MONITOR	2410.64			2410.64
DIBARTOLA	APRIL	FEIP TUTORS	4300.58			4300.58
DIXON	JANET	STUDENT SUPPORT FACILITATOR	23869.86			23869.86
DIXON	JUDITH	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
DONAHUE	ELIZABETH	BUILDING SUPPRT HIRED AFT 9/94	3654.99			3654.99
DONOVAN	AMY	STUDENT SUPPORT FACILITATOR	9527.08			9527.08
DONOVAN	KATIE	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
DOUGALL	SARAH	STUDENT SUPPORT HIGH SCHOOL	15094.22	10		15104.22
DUNN	LAUREL	BUILDING SUPPRT HIRED AFT 9/94	20261.04			20261.04
EARNER	SUSAN	STUDENT SUPPORT FACILITATOR	2663.98			2663.98
EHLE	ANDREW	STUDENT SUPPORT FACILITATOR	8416.73			8416.73
FAIR	KEVIN	STUDENT SUPPORT HIGH SCHOOL	24260.35	822.5	1305	26387.85
FITZGIBBONS	MATTHEW	STUDENT SUPPORT FACILITATOR	15208.73			15208.73
FLAHERTY	JOANNE	STUDENT SUPPORT FACILITATOR	30095.5			30095.5
FONTES	ELAINE	STUDENT SUPPORT FACILITATOR	23769.86			23769.86
FRISWELL	SARAH	STUDENT SUPPORT FACILITATOR	20832.37			20832.37
GERRY	KATHRYN	STUDENT SUPPORT FACILITATOR	21368.98			21368.98
GERSH	MADELINE	STUDENT SUPPORT FACILITATOR	20403.76			20403.76
GHOBRAT	SEDI	STUDENT SUPPORT HIGH SCHOOL	24693.14			24693.14
GILLIS	MARILYN	STUDENT SUPPORT FACILITATOR	23569.86			23569.86
GLOYD	KAREN	STUDENT SUPPORT FACILITATOR	11445.63			11445.63
GOSS	JUDY	STUDENT SUPPORT FACILITATOR	25156.44			25156.44
GRUNES	ELISSA	STUDENT SUPPORT HIGH SCHOOL	24772.18			24772.18
HASWELL	MARGARET	BUILDING SUPPRT HIRED AFT 9/94	11755.5			11755.5
HENLEY	THOMAS	STUDENT SUPPORT HIGH SCHOOL	8725.88	684.07		9409.95
IKEN	DEBORAH	CAFETERIA MONITOR	4201.63			4201.63
INDRESANO	DOMENICA	STUDENT SUPPORT HIGH SCHOOL	13136.11			13136.11
JONES	JOANNA	CAFETERIA MONITOR	36.41			36.41
KILLGOAR	MAUREEN	FEIP TUTORS	10725.45			10725.45
KLEPPER	ROBERT	STUDENT SUPPORT FACILITATOR	21698.31			21698.31
KNOWLTON	KIMBERLY	STUDENT SUPPORT FACILITATOR	8882.16			8882.16

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LARKIN	JOHN	STUDENT SUPPORT HIGH SCHOOL	10195.92	247.5		10443.42
LEONE	NICOLE	STUDENT SUPPORT FACILITATOR	20568.2			20568.2
LEVINE	LOUISE	STUDENT SUPPORT FACILITATOR	23269.86			23269.86
LOCHIATTO	LORNA	STUDENT SUPPORT HIGH SCHOOL	24972.18			24972.18
LOCKHART	VIRGINIA	STUDENT SUPPORT FACILITATOR	23269.86			23269.86
LUBARSKY	MARCY	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
LYNCH	CLAIRE	STUDENT SUPPORT FACILITATOR	23937.41			23937.41
MABARDY	LISA	STUDENT SUPPORT HIGH SCHOOL	23566.77			23566.77
MABARDY	ASHLEY	STUDENT SUPPORT HIGH SCHOOL	43048.28	193.59	16799	60040.87
MACNEIL	CAROLYN	BUILDING SUPPORT	20440.66			20440.66
MAGNUSON	BRANDON	STUDENT SUPPORT FACILITATOR	8335.45			8335.45
MAK	AMY	STUDENT SUPPORT FACILITATOR	23669.86			23669.86
MARCELIN-HENRY	YVES	STUDENT SUPPORT FACILITATOR	8966.49			8966.49
MARTIN	ANDREA	STUDENT SUPPORT FACILITATOR	19871.83			19871.83
MCCALL	KATHLEEN	FEIP TUTORS	11621.92			11621.92
MCQUILLAN	VALERIE	STUDENT SUPPORT FACILITATOR	11634.93			11634.93
MELANSON	JEANNE	STUDENT SUPPORT FACILITATOR	13009.8			13009.8
MEYLER	STEPHANIE	STUDENT SUPPORT FACILITATOR	13772			13772
MIXON	STEPHANIE	STUDENT SUPPORT FACILITATOR	14467.88			14467.88
MOOR	DONNA	STUDENT SUPPORT FACILITATOR	23930.93			23930.93
MUDARRI	SUSAN	STUDENT SUPPORT FACILITATOR	27620.07			27620.07
NAVARRO	NANCY	STUDENT SUPPORT HIGH SCHOOL	24772.18			24772.18
O'BRIEN	NANCY	STUDENT SUPPORT FACILITATOR	23669.86			23669.86
O'BRIEN	JOANNE	STUDENT SUPPORT FACILITATOR	23269.86			23269.86
O'BRIEN	LORI	CAFETERIA MONITOR	1323.27			1323.27
OLEN	KAREN	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
OLIVEIRA	CHERYL	STUDENT SUPPORT FACILITATOR	28256.91			28256.91
O'NEILL	KATHRYN	STUDENT SUPPORT FACILITATOR	12156.72			12156.72
O'REILLY	SHEILA	STUDENT SUPPORT FACILITATOR	23343.66			23343.66
POWELL	RICHARD	STUDENT SUPPORT HIGH SCHOOL	24872.18			24872.18
POWNEILL	JANET	BUILDING SUPPORT	24189.59			24189.59
PREBENSEN	DEBORAH	STUDENT SUPPORT FACILITATOR	23719.86			23719.86
PREBENSEN	MEGAN	STUDENT SUPPORT FACILITATOR	19086.51			19086.51
RANGE	JUDITH	CAFETERIA MONITOR	3104.53			3104.53
RASMUSSEN	MARIE	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
REBULA	NANCY	STUDENT SUPPORT HIGH SCHOOL	24240.09			24240.09
ROGERS	MATTHEW	STUDENT SUPPORT HIGH SCHOOL	24372.18			24372.18
ROLLINS	ANDREW	STUDENT SUPPORT FACILITATOR	23519.86	2536.02	3736.52	29792.4
ROSENBERG	DOLORES	STUDENT SUPPORT FACILITATOR	13372.23			13372.23
ROURKE	CAROL	STUDENT SUPPORT FACILITATOR	23869.86			23869.86
SAVILONIS	MARSHA	STUDENT SUPPORT FACILITATOR	23819.86			23819.86
SCHALLER	TRACY	STUDENT SUPPORT FACILITATOR	10849.8			10849.8
SCHOLL	STEPHANIE	CAFETERIA MONITOR	3054.8			3054.8
SCURLOCK	PATRICIA	STUDENT SUPPORT FACILITATOR	13539.53	55.31		13594.84
SEFTON	VIRGINIA	STUDENT SUPPORT FACILITATOR	22891.27			22891.27
SHAUGHNESSY	ELIZABETH	BUILDING SUPPRT HIRED AFT 9/94	12853.82			12853.82
SISTRAND	JANINE	STUDENT SUPPORT FACILITATOR	23269.86			23269.86
SLAUTA	MARTHA	STUDENT SUPPORT FACILITATOR	23203.75			23203.75
SLAUTA	SHEILA	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
SOPHIS	PATRICIA	STUDENT SUPPORT FACILITATOR	23003.75			23003.75
SOUZA	JEAN	STUDENT SUPPORT FACILITATOR	19347.45			19347.45
SPARICIO	MARY	CAFETERIA MONITOR	3577.58			3577.58
SPINAZOLA	ROBYN	CAFETERIA MONITOR	705.29			705.29
SUDENFIELD	JULIE	STUDENT SUPPORT FACILITATOR	22083.97			22083.97
TALLINO	CARALYN	BUILDING SUPPRT HIRED AFT 9/94	4758.17			4758.17
TAMBINI	DIANNE	STUDENT SUPPORT FACILITATOR	23719.86			23719.86
THERIAULT	ANN MARIE	STUDENT SUPPORT FACILITATOR	24499.86			24499.86
THOMPSON	JESSICA	STUDENT SUPPORT HIGH SCHOOL	15701.97			15701.97
TOCK	MARIA	STUDENT SUPPORT FACILITATOR	21602.26			21602.26
TOOMEY	MICHELE	STUDENT SUPPORT FACILITATOR	8884.13			8884.13
TORRES-RIVERA	MARIA	STUDENT SUPPORT FACILITATOR	16637.5			16637.5
TRAYERS	LISA	STUDENT SUPPORT HIGH SCHOOL	26164.71	292.5		26457.21
UBALDINO	CATHERINE	STUDENT SUPPORT FACILITATOR	23669.86			23669.86
VONDERLIETH	KATHERINE	STUDENT SUPPORT FACILITATOR	24995.97			24995.97
WALKER	SUSAN	STUDENT SUPPORT FACILITATOR	23669.86			23669.86
WHITNEY	KATHLEEN	STUDENT SUPPORT HIGH SCHOOL	29319.05	1070		30389.05

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WHITNEY	JEAN	STUDENT SUPPORT FACILITATOR	19086.51			19086.51
WILLIAMS	LINDA	FEIP TUTORS	11689.9			11689.9
WILLIAMS	PATRICIA	STUDENT SUPPORT FACILITATOR	23914.95			23914.95
WOOLARD	MICHELE	STUDENT SUPPORT FACILITATOR	17881.38			17881.38
YAGER	JONNA	STUDENT SUPPORT HIGH SCHOOL	4211.97			4211.97
ZAMBARANO	MICHAEL	STUDENT SUPPORT HIGH SCHOOL	1677			1677
ZANCHI	MARY	STUDENT SUPPORT FACILITATOR	24822.69			24822.69
ZELIGER	CHRISTINE	STUDENT SUPPORT FACILITATOR	19261.96			19261.96
ZIRLEN	BARBARA	STUDENT SUPPORT FACILITATOR	23769.86			23769.86
			2284059.1	8141.8	21840.52	2314041.44
SUMMER SCHOOL/ SUMMER STAFF						
ACKERLEY	JEANNE	SUMMER SCHOOL REMEDIAL STAFF	932.28			932.28
AHERN	JOAN	SUMMER SCHOOL REMEDIAL STAFF	2144.21			2144.21
AVOLESE	ANDREA	SUMMER SCHOOL REMEDIAL STAFF	1678.1			1678.1
BARBATO	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2000			2000
BARRALES	EVELYN	SUMMER SCHOOL REMEDIAL STAFF	2695			2695
BELL	CAROLE	SUMMER SCHOOL REMEDIAL STAFF	1678.1			1678.1
BELL	CAROLYN	SUMMER SCHOOL REMEDIAL STAFF	2000			2000
BERNARD	KELLY	SUMMER SCHOOL REMEDIAL STAFF	1890			1890
BERTOLOZZI	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	2025			2025
BLACKADAR	WARREN	NATICK SUMMER ACADEMICS	2500			2500
BOUDREAU	KYLE	SUMMER SCHOOL REMEDIAL STAFF	1491.65			1491.65
BROWN	LOIS	SUMMER SCHOOL REMEDIAL STAFF	1215			1215
BROWN	CAROLYN	NATICK SUMMER ACADEMICS	1900			1900
CACCARELLI	ROBIN	NATICK SUMMER ACADEMICS	1475			1475
CARTER	LAUREN	SUMMER SCHOOL REMEDIAL STAFF	2500			2500
CATANIA	JEE	SUMMER SCHOOL REMEDIAL STAFF	1678.1			1678.1
CAULFIELD	MICHAEL	NATICK SUMMER ACADEMICS	1700			1700
CAULFIELD	GINA	TITLE 1 SUMMER SCHOOL	1918.19			1918.19
CROSBY	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	1631.49			1631.49
CUNNINGHAM	BRENNA	TITLE 1 SUMMER SCHOOL	2984.45			2984.45
DABRUSH	MARGARET	NATICK SUMMER ACADEMICS	1050			1050
DALEY	KARI-ANN	NATICK SUMMER ACADEMICS		3960.5		3960.5
DANNIN	JENNIFER	TITLE 1 SUMMER SCHOOL	596.89			596.89
DOHERTY	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2250			2250
FAIR	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	1700			1700
FONTES	ELAINE	SUMMER SCHOOL REMEDIAL STAFF	932.28			932.28
GAMMONS	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	1200			1200
GRUNES	ELISSA	SUMMER SCHOOL REMEDIAL STAFF	1305.2			1305.2
HANNA	JOSHUA	NATICK SUMMER ACADEMICS	875	3960.5		4835.5
HOLMGREN	JILL	TITLE 1 SUMMER SCHOOL	1822.88			1822.88
HURD	PAMELA	SUMMER SCHOOL REMEDIAL STAFF	2308.5			2308.5
JASSAL	HARDEEP	SUMMER SCHOOL REMEDIAL STAFF	2820			2820
JOHNSON	MARY	TITLE 1 SUMMER SCHOOL	2477.09			2477.09
JOKI	ALEXA	SUMMER SCHOOL REMEDIAL STAFF	1538.26			1538.26
KACIAN	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	2535			2535
LABOLLITA	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2790			2790
LAVALLEY	EVERY	NATICK SUMMER ACADEMICS	1791			1791
LIPTAK	KAREN	SUMMER SCHOOL REMEDIAL STAFF	2000			2000
MACGREGOR	JOYCE	NATICK SUMMER ACADEMICS	1426			1426
MCCARTHY	KAREN	TITLE 1 SUMMER SCHOOL	1268.39			1268.39
MCDERMOTT	JAKE	SUMMER SCHOOL REMEDIAL STAFF	1109.41			1109.41
MCGONAGLE	KAYLEY	NATICK SUMMER ACADEMICS	1140			1140
MERSON	JAN	NATICK SUMMER ACADEMICS	2079			2079
MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	2934.71			2934.71
MIXON	STEPHANIE	SUMMER SCHOOL REMEDIAL STAFF	1678.1			1678.1
MOLONEY	BRIAN	NATICK SUMMER ACADEMICS	500			500
MORIN	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	2375			2375
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	1678.1			1678.1
NASER	BARBARA	TITLE 1 SUMMER SCHOOL	2387.56			2387.56
O'BRIEN	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	2000			2000
O'LEARY	DANIEL	NATICK SUMMER ACADEMICS	2167.5			2167.5
OLEN	KAREN	SUMMER SCHOOL REMEDIAL STAFF	1678.1			1678.1
O'NEILL	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	1305.2			1305.2
PERKINS	KERRYIN	NATICK SUMMER ACADEMICS	687.5			687.5
PLACHY	LINDA	NATICK SUMMER ACADEMICS	2125			2125

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RONAN	GAIL	SUMMER SCHOOL REMEDIAL STAFF	2820	2820
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	1678.1	1678.1
RUSSO	MICHAEL	NATICK SUMMER ACADEMICS	2262.5	2262.5
SCOTT	DOUGLAS	NATICK SUMMER ACADEMICS	1875	1875
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	4743.19	4743.19
SOPHIS	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	1305.2	1305.2
SUGRUE	DANA	SUMMER SCHOOL REMEDIAL STAFF	1510.29	1510.29
TAGLIAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	4235	4235
THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	1678.1	1678.1
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1696.75	1696.75
TUXBURY	MEGAN	SUMMER SCHOOL REMEDIAL STAFF	2100	2100
WHITNEY	KATHLEEN	SUMMER SCHOOL REMEDIAL STAFF	1678.1	1678.1
YEE	THERESA	TITLE 1 SUMMER SCHOOL	1790.67	1790.67
			125941.14	7921
				0
				133862.14
SCHOOL RACIAL IMBALANCE				
BRESNICK	DEBORAH	TUTOR/HOMEBOUND	13566.37	588.52
PEARSON	ALEXANDRIA	DIRECTOR METCO	73188.64	73188.64
ZITOLI	TRACY	ACADEMIC LIAISON	6018.98	6018.98
			92773.99	588.52
				0
				93362.51
ASAP				
ACKERLEY	CARLY	ASAP ASSIST INSTRUCTOR	6537.65	6537.65
ADELMAN	JENIFER	ASAP SITE SUPERVISOR	30958.13	370.08
ALLEN	RAYMOND	ASAP TUTOR/MENTOR	1445.39	1445.39
ALSTON	BROOKE	ASAP TUTOR/MENTOR	3220.92	3220.92
ASCHER-RADECHOVSKY	CAMILA	ASAP ASSIST INSTRUCTOR	1572.43	1572.43
ASTE	MELISSA	ASAP TUTOR/MENTOR	276.35	276.35
BARDSLEY	FRANCESCA	ASAP SITE SUPERVISOR	9335.15	9335.15
BAUTISTA	ISABEL	ASAP TUTOR/MENTOR	1161.69	1161.69
BELFORTI	AMY	ASAP ASSISTANT DIRECTOR	35921.75	35921.75
BELFORTI	EVAN	ASAP TUTOR/MENTOR	1802.46	1802.46
BERELOWITZ	ADAM	ASAP TUTOR/MENTOR	1946.74	1946.74
BERTINO	AMANDA	ASAP LEAD INSTRUCTOR	7333.57	7333.57
BIRCHLER	CARALEIGH	ASAP INSTRUCTOR	9543.91	9543.91
BOWLING	MATTHEW	ASAP ASSIST INSTRUCTOR	540.85	540.85
BROWN	CAROLYN	ASAP ASST. SITE SUPERVISOR	647.32	647.32
BRZENK	DAVID	ASAP SITE SUPERVISOR	19503.24	19503.24
CAP-RENZI	MEGAN	ASAP DIRECTOR	62575.53	62575.53
CARR	JAMIE	ASAP TUTOR/MENTOR	3465.49	3465.49
CARVALHO	DINA	ASAP ASST. SITE SUPERVISOR	26050.47	26050.47
CATLIN	TUCKER	ASAP TUTOR/MENTOR	58.7	58.7
CHANDLER	AUSTIN	ASAP TUTOR/MENTOR	381.52	381.52
CIVIDINO	MARK	ASAP SUBSTITUTE STAFF	9407.64	9407.64
COFFEY	ALTORIA	ASAP ASST. SITE SUPERVISOR	7065.99	7065.99
COFFEY	CHRISTOPHER	ASAP ASST. SITE SUPERVISOR	21783.35	21783.35
CONSTANTINE	ASHLEY	ASAP LEAD INSTRUCTOR	6557.87	6557.87
COOK	JACOB	ASAP SITE SUPERVISOR	31553.08	31553.08
CUSELLA	SAMANTHA	ASAP ASSIST INSTRUCTOR	9569.72	9569.72
DAIGLE	JACQUELINE	ASAP LEAD INSTRUCTOR	13740.06	13740.06
DAIGLE	ELISE	ASAP TUTOR/MENTOR	4355.7	4355.7
DEL PRETE	TONI	ASAP ASST. SITE SUPERVISOR	17158.43	17158.43
DELPRETE	GINA	ASAP SITE SUPERVISOR	31504.41	751.32
DESANTIS	ANTHONY	ASAP TUTOR/MENTOR	2433.42	2433.42
DORFNEILSEN	NATALIE	ASAP TUTOR/MENTOR	1249.73	1249.73
FARINA	NATALIA	ASAP TUTOR/MENTOR	2408.95	2408.95
FITZGERALD	MORGAN	ASAP SITE SUPERVISOR	31444.91	370.08
FITZGERALD	KELLEY	ASAP ASSIST INSTRUCTOR	4331.99	4331.99
FITZGERALD	AMY	ASAP TUTOR/MENTOR	1313.32	1313.32
FORTINI	DOMINIQUE	ASAP ASSIST INSTRUCTOR	658.33	658.33
GAGNER	MARYLOU	ASAP ASST. SITE SUPERVISOR	24215.12	24215.12
GARRITY	ELISE	ASAP TUTOR/MENTOR	1888.04	1888.04
GRAHAM	AARON	ASAP ASST. SITE SUPERVISOR	10884.27	10884.27
GRANNAN-DOLL	KELSEY	ASAP ASST. SITE SUPERVISOR	18316.99	18316.99
GRUNDBERG	ANN	ASAP ASSIST INSTRUCTOR	3964.47	3964.47
GRUNDBERG	FORD	ASAP TUTOR/MENTOR	2528.8	2528.8
GUILFOIL	TIMOTHY	ASAP TUTOR/MENTOR	821.74	821.74
HEALEY	TRISTEN	ASAP ASSIST INSTRUCTOR	2778.76	2778.76

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HEYDE	BRIANNA	ASAP ASST. SITE SUPERVISOR	17755.57	17755.57
HEYDE	MICHAEL	ASAP SUBSTITUTE STAFF	2100.59	2100.59
HOBAN	MEREDITH	ASAP INSTRUCTOR	3125.92	3125.92
HOLLAND	KATHY	ASAP ASST. SITE SUPERVISOR	19487.13	19487.13
HOLTZ	ANDERSON	ASAP TUTOR/MENTOR	317.93	317.93
JACOBS	PATRICIA	ASAP ASSIST INSTRUCTOR	2174.02	2174.02
KACIAN	KATY	ASAP TUTOR/MENTOR	63.59	63.59
KAYSER	JOSEPH	ASAP ASSIST INSTRUCTOR	6088.26	6088.26
KEOUGH	SHARLA	ASAP TUTOR/MENTOR	293.48	293.48
KOSTIN	MELISSA	ASAP TUTOR/MENTOR	1963.87	1963.87
KOVAL	ALLYSON	ASAP TUTOR/MENTOR	3225.84	3225.84
LAPORTE	KELLY	ASAP TUTOR/MENTOR	777.71	777.71
LAVALLEE	EMILIA	ASAP TUTOR/MENTOR	1922.3	1922.3
LEE	JARED	ASAP SUBSTITUTE STAFF	2623.75	2623.75
LEVINE	TYLER	ASAP TUTOR/MENTOR	2174.19	2174.19
LINDSEY	KATHLEEN	ASAP ASSIST INSTRUCTOR	8888.72	8888.72
MACLELLAN	CATHERINE	ASAP ASSIST INSTRUCTOR	5401.33	5401.33
MACUMBER	KATE	ASAP ASSIST INSTRUCTOR	2401.69	2401.69
MALDONADO	ASHLEY	ASAP ASSIST INSTRUCTOR	4507.11	4507.11
MCCOWAN	FELICIA	ASAP INSTRUCTOR	4890.75	4890.75
MCDERMOTT	JAKE	ASAP SUBSTITUTE STAFF	2769.27	2769.27
MCGINLEY	MARIE	ASAP INSTRUCTOR	9755.92	9755.92
MERSON	JAN	ASAP INSTRUCTOR	13831.69	13831.69
MOLINA	NANCY	ASAP SITE SUPERVISOR	31926.27	32296.35
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	35765.25	35765.25
MOSES	CHRISTINA	ASAP INSTRUCTOR	6392.1	6392.1
MUCCIARONE	DEBBIE	ASAP LEAD INSTRUCTOR	8745.66	8745.66
MUCCIARONE	PRESTON	ASAP ASSIST INSTRUCTOR	8215.62	8215.62
MUCCIARONE	DAVID	ASAP ASSIST INSTRUCTOR	3489.04	3489.04
MUCCIARONE	ASHLEY	ASAP ASSIST INSTRUCTOR	8751.15	8751.15
MURPHY-DANIELS	COLLEEN	ASAP INSTRUCTOR	10335.67	10335.67
NATARELLI	LINDSEY	ASAP ASSIST INSTRUCTOR	7288.87	7288.87
NATOLA	STEPHEN	ASAP TUTOR/MENTOR	586.95	586.95
NEMECKZY	KRISTINA	ASAP TUTOR/MENTOR	885.32	885.32
NEWTON	HAZEL	ASAP ASSIST INSTRUCTOR	2713	2713
OSTROFF	JEANNE	ASAP INSTRUCTOR	1190.91	1190.91
PACHECO	MEGAN	ASAP LEAD INSTRUCTOR	10326.6	10326.6
PADDEN	CHARLOTTE	ASAP LEAD INSTRUCTOR	4847.35	4847.35
PALMGREN	SPENCER	ASAP LEAD INSTRUCTOR	10081.54	10081.54
PATTERSON	MADELINE	ASAP TUTOR/MENTOR	3898.35	3898.35
PEIRCE	DARYL	ASAP SITE SUPERVISOR	25569.65	25569.65
PORTESHAVER	NATHAN	ASAP LEAD INSTRUCTOR	4870.2	4870.2
POULOS	AURALEE	ASAP INSTRUCTOR	9586.61	9586.61
RAJABI	ROXANNA	ASAP TUTOR/MENTOR	1296.19	1296.19
RANDALL	TIMOTHY	ASAP ASSIST INSTRUCTOR	5407.51	5407.51
REILLY	ELIZABETH	ASAP TUTOR/MENTOR	1080.97	1080.97
REYNOLDS	KELLEE	ASAP ASSIST INSTRUCTOR	714.03	714.03
ROBNETT	JAMES	ASAP ASST. SITE SUPERVISOR	10559.11	10559.11
ROCHWERGER	PENNI	ASAP INSTRUCTOR	6509.81	6509.81
ROSIN	ALISON	ASAP TUTOR/MENTOR	2367.4	2367.4
ROSS	KAREN	ASAP INSTRUCTOR	2489.85	2489.85
RUSSELL	MICHELLE	ASAP SUBSTITUTE STAFF	1376.48	1376.48
RUSSELL	ANNE	ASAP TUTOR/MENTOR	2849.2	2849.2
SAMUELS	MATTHEW	ASAP TUTOR/MENTOR	1626.35	1626.35
SANT	JACQUELINE	ASAP TUTOR/MENTOR	1939.4	1939.4
SCAFIDI	SHARON	ASAP INSTRUCTOR	3737.14	3737.14
SCHALLER	KATE	ASAP TUTOR/MENTOR	58.7	58.7
SEETO	KRISTEN	ASAP SUBSTITUTE STAFF	2224.56	2224.56
SHAHVARI	JOANNE	ASAP INSTRUCTOR	8482.93	8482.93
SHAHVARI	HAYLEE	ASAP ASSIST INSTRUCTOR	2062.45	2062.45
SHOOSHANIAN	JULIE	ASAP INSTRUCTOR	5733.64	5733.64
SHUJA	ILYAS	ASAP TUTOR/MENTOR	1760.88	1760.88
SMITH	EMILY	ASAP ASSIST INSTRUCTOR	4978.3	4978.3
SMUDIN	KATHERINE	ASAP TUTOR/MENTOR	2181.53	2181.53
SPADARO	JOSHUA	ASAP TUTOR/MENTOR	1044.3	1044.3
SPILLANE	HAYLEY	ASAP SUBSTITUTE STAFF	1888.59	1888.59

370.08

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STECKBECK	CATHERINE	ASAP SUBSTITUTE STAFF	5877.27		5877.27
SULLIVAN	ASHLEY	ASAP ASSIST INSTRUCTOR	4276.38		4276.38
SULSER	ELIZABETH	ASAP INSTRUCTOR	7462.83		7462.83
SULSER	DIANE	ASAP LEAD INSTRUCTOR	12829.12		12829.12
TAVARES	LORENA	ASAP TUTOR/MENTOR	684.77		684.77
TWINING	KELCIE	ASAP INSTRUCTOR	5910.47		5910.47
UBALDINO	THOMAS	ASAP TUTOR/MENTOR	1932.08		1932.08
VALERIO	ELISE	ASAP ASSIST INSTRUCTOR	6739.49		6739.49
VERDELLI	GEMMA	ASAP LEAD INSTRUCTOR	10681.73		10681.73
VROTSOS	DYLAN	ASAP TUTOR/MENTOR	753.25		753.25
WALKER	CAMERON	ASAP TUTOR/MENTOR	4267.68		4267.68
WALSH	PATRICK	ASAP SITE SUPERVISOR	27216.15	751.32	27967.47
WARD	CODY	ASAP ASSIST INSTRUCTOR	8788.71		8788.71
WEIDNER	RYAN	ASAP SUBSTITUTE STAFF	2687.73		2687.73
WIRONEN	GREGORY	ASAP LEAD INSTRUCTOR	2140.3		2140.3
WONG	ERICA	ASAP TUTOR/MENTOR	442.67		442.67
WOODSIDE	FAITH	ASAP KINDERGARTEN COORDINATO	12482.87		12482.87
ZIEGLER	ETHAN	ASAP TUTOR/MENTOR	1337.77		1337.77
			987101.68	0	2612.88
					989714.56
SCHOOL LUNCH					
AMBROSINO	JAMES	FOOD SERVICE WORKER PART TIME	1422.56		1422.56
ANAYA	MARIA	FOOD SERVICE WORKER PART TIME	1167.18		1167.18
ANTONIOELLO	JUDITH	SUBSTITUTE FOOD SERVICE WRKER	336.7		336.7
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MCI	29443.75	130	29573.75
BOUDREAU	DELPHINE	FOOD SERVICE WORKER PART TIME	9769.62	50.7	130
BOURET	CASSANDRA	SUBSTITUTE FOOD SERVICE WRKER	1314.5		1314.5
CHIAVARINI	RAEHEL	FOOD SERVICE COOK BAKER	20682.67	2188.32	130
COLLINS	CAROLYN	FOOD SERVICE WORKER PART TIME	988.16		988.16
CROFT	JULIE	SUBSTITUTE FOOD SERVICE WRKER	0.37		0.37
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	5415.83		130
DESJARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	11016.85		130
DESMARAI	TANYA	FOOD SERVICE WORKER PART TIME	8840.53		130
DISNEY	KARIE	FOOD SERVICE WORKER PART TIME	7277.04		130
DUFFY	MARIE	FOOD SERVICE WORKER PART TIME	8502.02		130
DUNN	PATRICIA	FOOD SERVICE WORKER PART TIME	9644.22		130
FAIR	KRISTINE	FOOD SERVICE WORKER PART TIME	12362.72	249.32	130
FEBUS	VIRGINIA	FOOD SERVICE WORKER PART TIME	11215.85	238.11	130
FORAN	ROSEANN	FOOD SERVICE COOK SUPERVISOR	21693.81	801.65	130
HARDY	AMANDA	FOOD SERVICE WORKER PART TIME	8263.26		130
HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	10642.09	271.59	130
HARTLEY	JUDE	SUBSTITUTE FOOD SERVICE WRKER	194.02		194.02
HIGGINS	PATRICIA	FOOD SERVICE WORKER PART TIME	7753.5		130
HILLARD	KIMBERLY	FOOD SERVICE WORKER PART TIME	11967.5		130
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	5093.85		130
INDELICATO	LISA	SUBSTITUTE FOOD SERVICE WRKER	228.27		228.27
INDRESANO	ANGELA	FOOD SERVICE WORKER FULL TIME	17639.27	364.68	130
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	34576.62	3783.95	130
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	9602.07		130
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	8264.03		130
LAWSON	JEANMARIE	FOOD SERVICE WORKER PART TIME	9055.85		130
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	9356.92	361.87	130
LEWIS	GLORIA	FOOD SERVICE WORKER PART TIME	7732.84		130
MACDONALD	CHRISTINE	FOOD SERVICE WORKER PART TIME	11274.69		130
MARCHAND	KATHLEEN	SUBSTITUTE FOOD SERVICE WRKER	468.59		468.59
MARSO	KAREN	FOOD SERVICE COOK BAKER	20754.66	502.62	130
MAXFIELD	MELISSA	SUBSTITUTE FOOD SERVICE WRKER	165.89		165.89
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	9963.05		130
MCGRATH	JANICE	FOOD SERVICE WORKER PART TIME	6657.73		130
MONTAGNA	ELEANOR	SUBSTITUTE FOOD SERVICE WRKER	45.65		45.65
MOORE	TRACY	FOOD SERVICE WORKER PART TIME	6529.88		130
MURPHY	EILEEN	FOOD SERVICE MIDDLE SCHOOL MCI	29284.02	1200.61	130
MURRAY	ROBIN	FOOD SERVICE WORKER PART TIME	12265.94	89.62	130
POULACK	CHRISTINE	SUBSTITUTE FOOD SERVICE WRKER	40.75		40.75
ROBINSON	DIANE	SUBSTITUTE FOOD SERVICE WRKER	2431.07		2431.07
STEVENS	KAREN	FOOD SERVICE WORKER PART TIME	7831.91		130
SUTHERLAND	JOSEPHINE	FOOD SERVICE WORKER FULL TIME	19157.44	948.78	130

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TODESCO	MARIANNE	SUBSTITUTE FOOD SERVICE WRKER	4230.81			4230.81
WEDDLE	KRISTINE	SUBSTITUTE FOOD SERVICE WRKER	292.71			292.71
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	6112.4		130	6242.4
WONG	BETTY	FOOD SERVICE WORKER PART TIME	8833.63		130	8963.63
			447805.29	11051.82	4550	463407.11

SCHOOL SUPERVISION

BERTUCCI	ROSE	PRINCIPAL SECONDARY EDUCATION	132309.97			132309.97
DOWNING	KIRK	PRINCIPAL ELEMENTARY EDUCATION	121410.05			121410.05
GHILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	112121.1			112121.1
IVES	LAURA	ASSIST DIR PUPIL SERV-SYEAR	36818.19			36818.19
JOSEPH	MATTHEW	PRINCIPAL ELEMENTARY EDUCATION	118688.57			118688.57
KELLY	IAN	PRINCIPAL ELEMENTARY EDUCATION	121410.05			121410.05
KINKEAD	MARYBETH	PRINCIPAL PRESCHOOL	109022.03	491.82		109513.85
MCGOVERN	LINDSEY	ASSIST DIR PUPIL SERV-SYEAR	96408.52			96408.52
PAGE	WILLIAM	PRINCIPAL MIDDLE EDUCATION	119166.7		4304.34	123471.04
SMITH	HEATHER	PRINCIPAL ELEMENTARY EDUCATION	58250.01			58250.01
TAGLIAPIETRA	PAUL	ASSIST DIR PUPIL SERV-SYEAR	96408.52	400		96808.52
VICKERY	ROSEMARY	PRINCIPAL MIDDLE EDUCATION	123804.98			123804.98
			1245818.7	891.82	4304.34	1251014.85

SCHOOL VICE PRINCIPALS/DIRECTORS

ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	83615.8	750	8444.24	92810.04
BALBONI	SUSAN	VICE PRIN MIDDLE SCHL YR	106676.01			106676.01
BOUDREAU	MARGARET	VICE PRINCIPAL SECONDARY	111865.81			111865.81
CARNEY	NIAL	VICE PRINCIPAL MIDDLE	106112.66			106112.66
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	95060.55			95060.55
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	116733.68			116733.68
GATTO	BENJAMIN	ASSISTANT PRINCIPAL ELMEN	89635.99			89635.99
HATT	MEGAN	VICE PRINCIPAL MIDDLE	106112.66			106112.66
KENNY	SUZANNE	VICE PRIN MIDDLE SCHL YR	67079.04	4000		71079.04
MILLER	STEPHEN	DIR FINE ARTS M+30	91042.17	994.3		92036.47
			973934.37	5744.3	8444.24	988122.91

BENNET HEMENWAY SCHOOL

BARBATO	MICHELLE	ELEMENTARY TEACHER BACHELOR	43672.83			43672.83
BRIONES	LISA	ELEMENTARY TEACHER MASTER +3	81702.84	27.84	855.95	82586.63
CRAIG	ASHLEY	ELEMENTARY TEACHER BACHELOR	50389.52	200		50589.52
CRITCHLOW	KELLY	ELEMENTARY TEACHER BACHELOR	15790.5			15790.5
DAHLHEIMER	SARAH	ELEMENTARY TEACHER MASTERS	68079.84	281.42		68361.26
DEBIASE	LAURA	ELEMENTARY TEACHER MASTER +3	80919.48			80919.48
ELLIOTT	MELISSA	ELEMENTARY TEACHER MASTERS	61112.32			61112.32
FAIR	CATHERINE	ELEMENTARY TEACHER MASTERS	61206.25	27.84		61234.09
FOSTER	JOANNE	ELEMENTARY TEACHER MASTER +3	81702.84			81702.84
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTERS	61112.32			61112.32
HAYES	LISA	ELEMENTARY TEACHER MASTER +3	81702.84	27.84		81730.68
HOLT	JACQUELYN	ELEMENTARY TEACHER MASTERS+	87934.81	27.84		87962.65
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	66033.6			66033.6
KERN	LINDSAY	ELEMENTARY TEACHER MASTERS	49061.05	163.48		49224.53
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+	69136.18	55.68		69191.86
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTERS	63556.57		1010	64566.57
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTERS	73565.19	28.4		73593.59
LAPLANTE	NINA	ELEMENTARY TEACHER MASTERS	75547.85	27.84		75575.69
LETOVSKY	SHARON	ELEMENTARY TEACHER MASTERS	61112.32			61112.32
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTERS	69442.46			69442.46
MCSHANE	VICTORIA	ELEMENTARY TEACHER MASTERS	61112.32			61112.32
MOORES	LAUREN	ELEMENTARY TEACHER MASTER +3	72636.6	28.4		72665
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTERS	68079.84			68079.84
OBRIEN	CATHERINE	ELEMENTARY TEACHER MASTER +3	81702.84			81702.84
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+	73407.34			73407.34
SIMMONS	JULIANNE	ELEMENTARY TEACHER MASTERS	48297.55			48297.55
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	61890.28			61890.28
			1769908.4	896.58	1865.95	1772670.91

BROWN SCHOOL

ALBERT	MICHAEL	ELEMENTARY TEACHER MASTER +3	82974.22			82974.22
BARNES	LESLIE	ELEMENTARY TEACHER MASTERS	66033.6			66033.6
BERNATH	NANCY	ELEMENTARY TEACHER BACHELOR	67969.02	27.84		67996.86
BRODSKY	RACHAEL	ELEMENTARY TEACHER MASTERS	68079.84			68079.84
COLLERAN	DANIELLE	ELEMENTARY TEACHER MASTERS	66033.6	28.4	1010	67072

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COSTELLO	PAMELA	ELEMENTARY TEACHER MASTERS	66934.68	28.4		66963.08
CURTIN	MELISSA	ELEMENTARY TEACHER BACHELOR	25333.6	2394.24		27727.84
D'AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTERS	49197.38	28.4		49225.78
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTERS	54328.1	483.52		54811.62
FORZAGLIA	KRISTINA	ELEMENTARY TEACHER MASTERS	52238.51	575.82		52814.33
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTER +3	82523.93	228.4		82752.33
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +3	81702.84	27.84		81730.68
KELLY	MICHAEL	ELEMENTARY TEACHER BACHELOR	43666.02			43666.02
LEVINE-WILSON	NANCY	ELEMENTARY TEACHER MASTER +60		5000		5000
LUKE	PATRICIA	ELEMENTARY TEACHER MASTERS+3	87934.81			87934.81
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	67404.4			67404.4
MARTIN	ANNA	ELEMENTARY TEACHER MASTERS	26044.92	28.4		26073.32
MELCHIORRI	BEVERLY	ELEMENTARY TEACHER BACHELOR	67523.16	399.96		67923.12
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +3	81702.84	56.8		81759.64
SHERMAN	SALLY	ELEMENTARY TEACHER MASTERS	56501.88			56501.88
STEFANOWICZ	JARED	ELEMENTARY TEACHER MASTER +3	80816.05	28.4		80844.45
YOUNG	DENISE	ELEMENTARY TEACHER MASTERS+3	87934.81	425.7		88360.51
			1362878.2	9762.12	1010	1373650.33
<u>SCHOOL HEALTH SERVICE</u>						
ARNOLD	ALICIA	NURSE BACHELORS	37768.46	55		37823.46
BEATTY	SUSANNE	NURSE BACHELORS	67523.16			67523.16
BOEGEHOLD	KATHERINE	SUBSTITUTE NURSE	55			55
GEMMELL-STEINBERG	ELIZABETH	NURSE BACHELORS	65677.15			65677.15
GILBERT	KRISTIN	NURSE BACHELORS	66875.29			66875.29
GRAVES	LISA	SUBSTITUTE NURSE	1530			1530
LAGAN	MARYANNE	SUBSTITUTE NURSE	1124			1124
LEBLANC	MICHELLE	NURSE BACHELORS	12829.74			12829.74
MARCINKIEWICZ	NICOLE	NURSE MASTERS	72248.21	160.98		72409.19
MCNEILL	KELLY	SUBSTITUTE NURSE	2520			2520
NASER	BARBARA	NURSE BACHELORS	61890.28	200		62090.28
PERISTERE	SUSAN	SUBSTITUTE NURSE	3495			3495
RAHN	JANICE	NURSE BACHELORS	67523.16			67523.16
RUFO	KAREN	NURSE DIRECTOR	83615.8			83615.8
SANTINO	PAULINE	NURSE MASTERS	68011.3			68011.3
SEAMAN	KATHERINE	SUBSTITUTE NURSE	1045			1045
SEMONIAN	SELENA	SUBSTITUTE NURSE	450			450
SINGER	BARBARA	NURSE MASTERS	55912.94			55912.94
TWISS	DENISE	NURSE MASTERS	41830.39	1404		43234.39
VERMOUTH	MARY	NURSE BACHELORS	67523.16			67523.16
			77948.04	1819.98	0	781268.02
<u>JOHNSON SCHOOL</u>						
ABRAMO	KRISTINA	ELEMENTARY TEACHER MASTERS	34789.82			34789.82
BACSIK	DIANNE	SPECIAL NEEDS TEACHER MASTERS	47306.12	200		47506.12
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+3	63506.69			63506.69
BRUNS	AMY	ELEMENTARY TEACHER MASTERS+3	85789.78		773	86562.78
CAULFIELD	GINA	ELEMENTARY TEACHER MASTERS	50229.44	28.4		50257.84
CUNNINGHAM	BRENNIA	ELEMENTARY TEACHER MASTERS	56501.88			56501.88
GEORGE	LELANA	ELEMENTARY TEACHER MASTERS	45337.54			45337.54
KENNY	BRENDA	ELEMENTARY TEACHER MASTERS	73565.19			73565.19
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	75101.99	28.4		75130.39
TENNEY	MARYA	ELEMENTARY TEACHER MASTERS	72248.21			72248.21
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER BACHELOR	50045.94	53.58		50099.52
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +3	81702.84	120.14	1525.37	83348.35
			736125.44	430.52	2298.37	738854.33
<u>LILJA SCHOOL</u>						
ALTCHER	BETHANY	ELEMENTARY TEACHER MASTERS+3	87482.16			87482.16
BARRY	KEVIN	ELEMENTARY TEACHER BACHELOR	49389.36	81.42		49470.78
BLOCH	JESSIE	ELEMENTARY TEACHER MASTERS	55811.06			55811.06
BOURN	KAREN	ELEMENTARY TEACHER MASTER +3	52610.38			52610.38
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +3	64637.42	27.84	938.9	65604.16
CHASE	KENDRA	ELEMENTARY TEACHER MASTERS	69442.46	27.84		69470.3
CONNELLY	KELLI	ELEMENTARY TEACHER MASTERS	74276.47	27.84		74304.31
CURRAN	SARAH	ELEMENTARY TEACHER MASTER +3	60353.16	107.8	1010	61470.96
ECERHEI	JEAN	ELEMENTARY TEACHER MASTER +3	81702.84	27.84		81730.68
EVANS	ALISON	ELEMENTARY TEACHER MASTERS	58762.22	27.84	915.2	59705.26
FOX	ABBIE	ELEMENTARY TEACHER MASTERS	41974.21	27.84		42002.05

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GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTERS	54328.1	27.84		54355.94
GAYNER	ANNE	ELEMENTARY TEACHER MASTERS	52238.51	27.84		52266.35
HIRSCH	JENNIFER	ELEMENTARY TEACHER MASTERS	45486.6	27.84		45514.44
KOZIN	HEATHER	ELEMENTARY TEACHER MASTERS	17369.28			17369.28
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+	87486.16			87486.16
NESVET	NANCY	ELEMENTARY TEACHER BACHELOR	47489.54	27.84		47517.38
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	67523.16			67551
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	63556.57			63556.57
PRANGE	LINDSAY	ELEMENTARY TEACHER MASTERS	50229.44	28.4		50257.84
QUIMBY	SARAH	ELEMENTARY TEACHER MASTERS	48297.55			48297.55
STARKEKEL	HEATHER	ELEMENTARY TEACHER MASTERS	52238.51	27.84		52266.35
			1282685.2	551.7	2864.1	1286100.96

MEMORIAL SCHOOL

ANDERSON	KATHLEEN	ELEMENTARY TEACHER MASTER +3	80919.48			80919.48
ARAUJO	KIMBERLY	ELEMENTARY TEACHER BACHELOR	27521.1			27521.1
BALDASSARI	CHRISTINA	ELEMENTARY TEACHER MASTERS	58428.61	57.12		58485.73
BARTER	JOHN	SPECIAL NEEDS TEACHER MASTERS	66033.6		1500	67533.6
BROTHERS	ELIZABETH	ELEMENTARY TEACHER MASTERS	16814.19			16814.19
CORNELY	ERIN	ELEMENTARY TEACHER BACHELOR	32892.96			32892.96
DANDURAND	EMILY	ELEMENTARY TEACHER MASTERS	17559.64			17559.64
DESAUTELS	LAUREN	ELEMENTARY TEACHER MASTERS	19538.28			19538.28
DIVITO	KAREN	ELEMENTARY TEACHER BACHELOR	67523.16			67523.16
HAWKES	KELSI	ELEMENTARY TEACHER MASTERS	50675.3	400		51075.3
HOFFMAN	JORDAN	ELEMENTARY TEACHER MASTERS+	61232.11	200	495.21	61927.32
HOOKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	67523.16			67523.16
JOHNSEN	CHRISTINE	ELEMENTARY TEACHER MASTER +3	74886.97	347.98		75234.95
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +3	67222.58			67222.58
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +3	27672.93			27672.93
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	66948.53	200		67148.53
LEVINE	JULIE	ELEMENTARY TEACHER MASTERS	72102.18			72102.18
LYDON	MARGARET	ELEMENTARY TEACHER MASTER +3	81702.84			81702.84
MACKENZIE	ELKE	ELEMENTARY TEACHER MASTER +3	69912.08			69912.08
MCCARTHY	CATHERINE	ELEMENTARY TEACHER BACHELOR	31537.24			31537.24
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	54328.1			54328.1
SINEL	ALYSSA	ELEMENTARY TEACHER MASTERS	54328.1	400		54728.1
SNOW	ERIN	ELEMENTARY TEACHER MASTER +3	67222.58	253.58		67476.16
TALARICO	MARISA	ELEMENTARY TEACHER MASTER +3	27678.8			27678.8
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +3	55125.85			55125.85
			1317330.4	1858.68	1995.21	1321184.26

KENNEDY MIDDLE SCHOOL

ALAGAPPAN	NANDINI	TEACHER MIDDLE MASTERS	56501.88	362.16	1683.49	58547.53
ALMON	JONATHAN	TEACHER MIDDLE MASTERS	18064.08			18064.08
ANDREOTES	COLLEEN	TEACHER MIDDLE BACHELORS	53420.17	362.16		53782.33
BISHOP	HEATHER	TEACHER MIDDLE MASTERS +75	93703.18	889.68		94592.86
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	89292.07	318.27	1600.22	91210.56
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +30	69050.64	672.52	590.22	70313.38
CONLEY	SEAN	TEACHER MIDDLE BACHELORS	43907.82		590.22	44498.04
COTTER	LORI	TEACHER MIDDLE MASTERS +30	82322.84			82322.84
COTTER	KEVIN	TEACHER MIDDLE MASTERS +30	82942.84		3504.27	86447.11
COTTON	KENNETH	TEACHER MIDDLE MASTERS	68079.84			68079.84
DABRUSH	MARGARET	TEACHER MIDDLE MASTERS +30	73148.82			73148.82
DION	CHRISTINE	TEACHER MIDDLE MASTERS	74896.47	422.52		75318.99
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS	55568.1	160.73		55728.83
DUMAS-ELLIOTT	NICOLE	TEACHER MIDDLE BACHELORS	49389.36		1500	50889.36
DWYER	MEGHAN	TEACHER MIDDLE MASTERS	40597.58	512.13		41109.71
EVE WILLIAMS	ARTHUR	TEACHER MIDDLE MASTERS	43899.27			43899.27
FOREST	CHRISTOPHER	TEACHER MIDDLE MASTERS +75	91720.39		524.64	92245.03
GAUTHIER	STACEY	TEACHER MIDDLE MASTERS	70449.08	200	1084.13	71733.21
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	78306.47	160.73		78467.2
HACKETT	MARA	TEACHER MIDDLE MASTERS +30	70654.31		3231.4	73885.71
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	79471.89		1683.49	81155.38
JOYCE	KIERNAN	TEACHER MIDDLE MASTERS	19538.28			19538.28
KAPLAN	TODD	TEACHER MIDDLE MASTERS	42327.96		1093.27	43421.23
KASSAP	BETH	TEACHER MIDDLE MASTERS +30	82942.84			82942.84
KITTLER	NATHAN	TEACHER MIDDLE MASTERS	73565.19	318.27	6209	80092.46
KNAPIK	KARIN	TEACHER MIDDLE MASTERS	26044.92	400		26444.92

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KORHN	MACKENZIE	TEACHER MIDDLE MASTERS	69442.46			69442.46
LANE	JOSEPH	TEACHER MIDDLE MASTERS	59291.88	332.61		59624.49
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	82942.84	428.4	2693.49	86064.73
LYTH	DAVID	TEACHER MIDDLE MASTERS	53212.89	500		53712.89
MARSHALL	BRITTANY	TEACHER SECONDARY MASTERS	54328.1	836.16	546.55	55710.81
MASSAR	JANICE	TEACHER MIDDLE MASTERS +30	54293.77		2272.39	56566.16
MAYHEW	JOANNA	TEACHER MIDDLE BACHELORS	45663.89			45663.89
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS	63425.82		1229.5	64655.32
MCAHON	JEFFREY	TEACHER MIDDLE MASTERS	20799.11			20799.11
NORRIS	ADRIENNE	TEACHER/DEPT HEAD MASTERS	78301.98	642.91		78944.89
PORTEN	HEIDI	TEACHER MIDDLE MASTERS	63556.57			63556.57
POWER	PAUL	TEACHER MIDDLE MASTERS +30	69912.08	318.27	8656.58	78886.93
PRESSWOOD	KATHERINE	TEACHER MIDDLE MASTERS	74276.47			74276.47
PRUSKI-PAMIR	CHRISTINE	TEACHER MIDDLE MASTERS	69009.84			69009.84
REED	JENNIFER	TEACHER MIDDLE MASTERS	58762.22			58762.22
ROGERS	KATI	TEACHER MIDDLE MASTERS +30	70842.08			70842.08
ROTH	LAURA	TEACHER SECONDARY MASTERS	50229.44			50229.44
SIMON	SARAH	TEACHER MIDDLE MASTERS +60	75490.52		5323.99	80814.51
SMITH	SUZANNE	TEACHER MIDDLE MASTERS +75	68479.47		2686.34	71165.81
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	82159.48			82159.48
VIGUE	NOEL	TEACHER MIDDLE MASTERS	70830.8	2250		73080.8
ZHU	YU LAN	TEACHER MIDDLE MASTERS	26553.32			26553.32
			2991611.3	10087.52	46703.19	3048402.03

WILSON MIDDLE SCHOOL

BAILLARGEON	JILL	TEACHER MIDDLE MASTERS	48353.11			48353.11
BARANOFF	MARK	TEACHER MIDDLE MASTERS	73194.78	53.58		73248.36
BRENNAN	DONALD	TEACHER MIDDLE MASTERS	66033.6	318.27		66351.87
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +30	62152.41		2252.62	64405.03
CASEY	KEVIN	TEACHER MIDDLE MASTERS	54328.1		2128.5	56456.6
COHEN	PAULA	TEACHER MIDDLE BACHELORS	63747.93	56.24		63804.17
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	93703.18	1020.83	1136.77	95860.78
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	76880.62	500		77380.62
COONLEY	BRIAN	TEACHER MIDDLE MASTERS	33452.09			33452.09
CORCORAN	JENNIFER	TEACHER MIDDLE MASTERS +30	67341.71		1010	68351.71
CROFUT	NATALIA	TEACHER MIDDLE BACHELORS	18472.5			18472.5
DE MARCO	ELISA	TEACHER MIDDLE MASTERS	18064.08			18064.08
DOPFEL	LINDA	TEACHER MIDDLE MASTERS +30	53053.77	55.68	8867.87	61977.32
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	77500.62			77500.62
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	73873.38		541.98	74415.36
FRIES	ERIC	TEACHER MIDDLE MASTERS	21132.72			21132.72
FULTON	CRAIG	TEACHER MIDDLE MASTERS	52238.51	27.84	4257	56523.35
GRAF	SUSAN	TEACHER MIDDLE MASTERS	58762.22	318.27	7829.32	66909.81
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	87782			87782
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +60	75800.52		1954.98	77755.5
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS	54328.1			54328.1
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	74276.47			74276.47
HEIDEN	ELIZABETH	TEACHER MIDDLE MASTERS +30	81702.84			81702.84
INSALACO-SLEEPER	ANNE-MARIE	TEACHER MIDDLE MASTERS +30	76880.62			76880.62
KNUTRUD	ALEXANDER	TEACHER MIDDLE BACHELORS	20030.38	28.4		20058.78
LANGAN	LISA	TEACHER MIDDLE MASTERS +30	77625.09			77625.09
LEWIS	REBECCA	TEACHER MIDDLE MASTERS	69442.46		750	70192.46
LONGLEY	CHAD	TEACHER MIDDLE MASTERS	70830.8		2411	73241.8
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	64390.14	27.84		64417.98
MACDONALD	JASON	TEACHER MIDDLE MASTERS	48851.55			48851.55
MALLOY	ANN-MARGARET	TEACHER MIDDLE MASTERS	74896.47	318.27		75214.74
MATTISON	KAITLIN	TEACHER MIDDLE MASTERS	50229.44	28.4	590.22	50848.06
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +30	80919.48	28.4	1614.84	82562.72
MCGETRICK	MARK	TEACHER MIDDLE MASTERS	14106.11			14106.11
MCGINTY	MARYANN	TEACHER MIDDLE MASTERS +30	81702.84			81702.84
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	82667.75	161	1010	83838.75
MORRILL	SCOTT	TEACHER MIDDLE MASTERS	53478.51	505.63		53984.14
MORRISON	MALLORI	TEACHER MIDDLE MASTERS	58762.22	318.27	6165.83	65246.32
NEEL	JESSICA	TEACHER MIDDLE MASTERS	69442.46	0		69442.46
NORTON	MARIE	TEACHER MIDDLE MASTERS +30	82995.24		196.74	83191.98
O'BRIEN	ILSE	TEACHER MIDDLE MASTERS	70830.8	28.4	295.29	71154.49
OLIVIERI	LISA	TEACHER MIDDLE MASTERS	19538.28			19538.28

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PERA	JEFFREY	TEACHER MIDDLE MASTERS	61112.32	1560.62	841.84	63514.78
PIRRERA	JILL	TEACHER MIDDLE MASTERS	70830.8	318.27	1093.27	72242.34
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	71460.8	318.27		71779.07
RANDALL	MARY LOU	TEACHER MIDDLE MASTERS +60	86719.78	55.68	1683.49	88458.95
ROSS	BRIDGET	TEACHER MIDDLE MASTERS +30	55253.19			55253.19
ROTH	LINDSAY	TEACHER MIDDLE MASTERS	59692.22	200	1683.49	61575.71
SALLEE	THOMAS	TEACHER MIDDLE MASTERS +30	69024.11		3189.89	72214
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +30	81702.84			81702.84
SENNETTE	WILBERT	TEACHER MIDDLE MASTERS	63556.57	27.84	1093.27	64677.68
SHUSTER	WHITNEY	TEACHER MIDDLE MASTERS	63556.57		295.29	63851.86
SHUTE	ADAM	TEACHER MIDDLE MASTERS	63556.57		8974.34	72530.91
SLAVIK HAMILTON	CHRISTY	TEACHER MIDDLE DOCTORATE	90079.31		841.84	90921.15
SLETZINGER	JUDITH	TEACHER MIDDLE MASTERS +30	80919.48			80919.48
SMITH	AMANDA	TEACHER MIDDLE MASTERS +30	76385.09	27.84	168.5	76581.43
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS	66033.6	200		66233.6
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +60	86409.78		841.84	87251.62
SOUZA	PETER	TEACHER MIDDLE MASTERS +30	83562.84			83562.84
SUNG	BENJAMIN	TEACHER MIDDLE BACHELORS	45663.89		109.62	45773.51
WALKER	DAVID	TEACHER MIDDLE MASTERS +30	24510.81			24510.81
WATTS	JEANNE	TEACHER MIDDLE MASTERS +30	81702.84		1093.27	82796.11
WEEKS	MARY ELLEN	TEACHER MIDDLE MASTERS	32785.36			32785.36
ZAZZARO	RACHEL	TEACHER MIDDLE MASTERS	12578.58			12578.58
			3980893.3	6503.84	64922.91	4052320
HIGH SCHOOL						
ALFEO	VALERIE	TEACHER SECONDARY MASTERS	65912.57	274.06		66186.63
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +60	85789.78	149.6		85939.38
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +30	67222.58	1048.23		68270.81
ASTILL	KENNETH	TEACHER DEPT/HEAD MASTERS +60	93880.96	786.92		94667.88
BAILEY	ANTHONY	#N/A	30928.27	111.09		31039.36
BERKOWITZ	LAUREN	TEACHER SECONDARY MASTERS	73565.19	37.77		73602.96
BILLETT	KIMBERLY	TEACHER SECONDARY BACHELORS	67523.16	399.93		67923.09
BRADFORD	JOEL	#N/A	50711.55	533.62	7658.77	58903.94
BRENNEMAN	MATTHEW	TEACHER SECONDARY BACHELORS	64401.28	37.03	17357.32	81795.63
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS	21977.64			21977.64
BUONO	MICHAEL	TEACHER SECONDARY BACHELORS	45663.89	6475.9		52139.79
BURNELL	ALYCE	TEACHER SECONDARY MASTERS	73178.21	375.86		73554.07
BUSS	MICHAEL	#N/A	58340.45			58340.45
CAMEL	SUSAN	TEACHER SECONDARY MASTERS +30	83562.84	188.85		83751.69
CAULFIELD	DENISE-IVRA	TEACHER DEPT/HEAD MASTERS +30	83532.89	75	1783	85390.89
CICE	JOHN	TEACHER SECONDARY MASTERS +30	86352.84	658.03		87010.87
COFFEY	ERIN	TEACHER SECONDARY MASTERS	66033.6	575.39		66608.99
CONROY	JILL	TEACHER SECONDARY MASTERS +30	26076.15	37.77		26113.92
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +30	81702.84			81702.84
CULLEN	LORI	TEACHER SECONDARY MASTERS	58762.22	200		58962.22
CUOCO	ANTHONY	TEACHER SECONDARY BACHELORS	14943.67	113.31		15056.98
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	80346.05	37.03	314.3	80697.38
D'AGOSTINO	JOANNA	TEACHER SECONDARY MASTERS +30	79471.89			79471.89
DALEY	KARI-ANN	TEACHER SECONDARY MASTERS +30	74886.97	186.09	695.7	75768.76
DIFRANCESCA	NEIL	TEACHER SECONDARY MASTERS +30	74813.21	111.09		74924.3
DURVEA	CHRISTOPHER	TEACHER SECONDARY MASTERS	70830.8	37.77		70868.57
EGAN	AMANDA	TEACHER SECONDARY BACHELORS	50319.36	311.09		50630.45
ERIKSEN	ERIN	TEACHER SECONDARY MASTERS	32753.96	111.09		32865.05
FORD	IVOR	TEACHER SECONDARY MASTERS +30	70574.11			70574.11
GARCIA-VALLES	MARIA ROSA	TEACHER SECONDARY MASTERS	72868.21	275		73143.21
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	94729.31	75.54		94804.85
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +30	60875.15	112.57		60987.72
GLIESMAN	TARA	TEACHER SECONDARY MASTERS	61112.32	1097.11	2633.28	64842.71
GODIN	JENNIFER	TEACHER SECONDARY MASTERS	68896.06	200	1010	70106.06
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS	58762.22	838.47	4257	63857.69
HAGEMEISTER	MARGARET	TEACHER SECONDARY MASTERS +30	82238.06		9645.14	91883.2
HANNA	JOSHUA	#N/A	55896	100	6209	62205
HARRIS	BRUCE	TEACHER SECONDARY MASTERS +30	81702.84	37.03	4301	86040.87
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS	70830.8	222.18		71052.98
HAWES	ELIZABETH	TEACHER SECONDARY BACHELORS	32895.05	148.12		33043.17
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +30	79471.89	74.06	6982	86527.95
HISTEN	SAVANNAH	TEACHER MIDDLE MASTERS +30	44509.25	311.09		44820.34

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HOLLINS	ANDREW	TEACHER SECONDARY MASTERS +60	68431.37	1117.74		69549.11
HOYE	JASON	TEACHER SECONDARY BACHELORS	53420.17	350	6334	60104.17
JEKANOSKI	ROBERT	TEACHER SECONDARY MASTERS +30	81702.84	148.86		81851.7
KARETSKY	ALEXANDER	TEACHER SECONDARY MASTERS +60	85789.78			85789.78
LANDESMAN	JULIE	TEACHER SECONDARY BACHELORS	18472.5			18472.5
LAVEZZO	LISA	TEACHER SECONDARY BACHELORS	6073.38	148.66		6222.04
LIPSON	MICHAEL	TEACHER SECONDARY BACHELORS	49389.36	511.09		49900.45
LONCICH	KRISTEN	TEACHER SECONDARY MASTERS	17369.28	37.77		17407.05
MA	LILY	TEACHER SECONDARY MASTERS	18786.42			18786.42
MACALPINE	DYLAN	TEACHER SECONDARY MASTERS	13360.95	351.08		13712.03
MAGNUSON	SUZANNA	TEACHER SECONDARY MASTERS	63556.57	814.29	915.2	65286.06
MARINO	KELLY	TEACHER MIDDLE MASTERS +30	81702.84	636.22		82339.06
MAURER	JOANNE	TEACHER SECONDARY MASTERS +30	81702.84	4839.85		86542.69
MAYORGA	JILL	TEACHER SECONDARY MASTERS	23705.64	37.77		23743.41
MCCOLLUM	KIMBERLY	TEACHER SECONDARY MASTERS	30646.2	37.03		30683.23
MCDONALD	TIMOTHY	#N/A	51389.18	111.09	6564	58064.27
MILKOSKY	KATHERINE	TEACHER SECONDARY BACHELORS	58709.11	1261.11		59970.22
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	76385.09	112.57	18137.72	94635.38
MOLONEY	BRIAN	TEACHER SECONDARY BACHELORS	57779.11	672.92	9348	67800.03
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS	56501.88	348.86		56850.74
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	87959.78	187.37		88147.15
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +60	83446.63	349.8		83796.43
OUELLET	MARYANNE	TEACHER DEPT/HEAD MASTERS +60	73680.29	400	1010	75090.29
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	43907.82	375.87		44283.69
PERCHESKI	JOANNE	TEACHER SECONDARY MASTERS +75	87934.81	329.2		88264.01
PERKINS	KERRYNN	TEACHER SECONDARY MASTERS	58644.22		6829.9	65474.12
PLACHY	LINDA	TEACHER SECONDARY BACHELORS	69383.16	566.62		69949.78
ROBERSON	MARJORIE	TEACHER SECONDARY MASTERS +30	76880.62	186.83	1010	78077.45
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	52694.62	437.77		53132.39
RUFO	ANTHONY	TEACHER SECONDARY BACHELORS	15790.5			15790.5
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	82942.84			82942.84
RUO	ANGELA	TEACHER SECONDARY MASTERS	50157.55	74.8		50232.35
RUSSO	MICHAEL	TEACHER SECONDARY BACHELORS	25630.1	598.81		26228.91
SAILLANT	RADELY	#N/A	41391.77	111.09		41502.86
SANDERSON	MARIA MONICA	TEACHER SECONDARY MASTERS	58762.22	92.58		58854.8
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +30	60875.15	148.12		61023.27
SCOTT	DOUGLAS	TEACHER SECONDARY MASTERS +30	77366.97	274.06	1093.27	78734.3
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS	56501.88	875.17		57377.05
SIMMS	JANICE	TEACHER SECONDARY MASTERS +30	83872.84	366.59		84239.43
STEFANINI	JESSICA	TEACHER SECONDARY MASTERS	63556.57	893.1		64449.67
STEVENS	JENNIFER	TEACHER SECONDARY BACHELORS	49473.54	181.08	7495.56	57150.18
TAVARES	KELLY	TEACHER SECONDARY MASTERS	68699.84	356.04		69055.88
TENNEY	CAITLIN	#N/A	37421.95	274.06		37696.01
TULLY	SUSAN	TEACHER SECONDARY MASTERS	68079.84	537.77	4257	72874.61
TURNER	CHARLES	TEACHER SECONDARY MASTERS	58167.05	341.19		58508.24
VASQUEZ	MELIDENISE	TEACHER SECONDARY MASTERS	63556.57	274.06	3315.4	67146.03
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS	64641.57	2541.39		67182.96
WALL	BRIAN	TEACHER SECONDARY MASTERS	56501.88	185.15		56687.03
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	88864.02			88864.02
WEISS	ERIC	TEACHER SECONDARY MASTERS +30	57463.57	111.83		57575.4
WILSON	DAVID	TEACHER SECONDARY MASTERS	48297.55	260.69	3014	51572.24
WOLFMAN	SETH	TEACHER SECONDARY MASTERS	52238.51	512.03		52750.54
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	11022.84	100		11122.84
			5669529.7	39843.67	132170.56	5841543.9
ELEMENTARY SPECIALISTS						
CAPPABIANCA	ANTHONY	ELEMENTARY SPECIALIST M+60	83135.91			83135.91
CURTIS	BREE	ELEMENTARY SPECIALISTS M+30	65487.42	159.14	1010	66656.56
DEMAYO	GARY	ELEMENTARY SPECIALISTS M+30	77913.88			77913.88
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHEL	34918.98	1907.5		36826.48
FURST	KATHARINE	ELEMENTARY SPECIALISTS M+30	49021.62	359.14		49380.76
GYSTER	MARLYNNNE	ELEMENTARY SPECIALISTS MASTER	58762.22			58762.22
HUGHES	VALERIE	ELEMENTARY SPECIALISTS BACHEL	43846.23		915.2	44761.43
JODICE	MARK	ELEMENTARY SPECIALISTS BACHEL	67523.16	213.77		67736.93
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	80204.94	913.2		81118.14
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MASTER	56501.88			56501.88
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHEL	67523.16			67523.16

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RICE	THOMAS	ELEMENTARY SPECIALISTS MASTER	70830.8	519.87	762.6	72113.27
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS BACHEL	32174.12	568.87		32742.99
STOETZEL	KRISTIN	ELEMENTARY SPECIALISTS M+30	81702.84	344.28		82047.12
SUNDAY	JENIFER	ELEMENTARY SPECIALISTS BACHEL	51365.46	159.14		51524.6
WANTMAN	AMBER	ELEMENTARY TEACHER BACHELOR	7077.26	1814.68		8891.94
WEAVER	JANE	ELEMENTARY SPECIALIST M+60	79052.94	319.87		79372.81
WHITE	CATHERINE	ELEMENTARY SPECIALISTS M+30	81761.44	3644	1248.44	86653.88
WORTHINGTON	MARTHA	ELEMENTARY SPECIALISTS BACHEL	18265.59	1255.87		19521.46
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MASTER	30556.16			30556.16
			1137626	12179.33	3936.24	1153741.58
PUPIL SERVICES						
ADAMS	LAUREN	TEACHER SECONDARY MASTERS	54328.1	896.4		55224.5
ANDERSEN	JEANNE	SPECIAL NEEDS TEACHER DOCTORA	97240.49	10554.31		107794.8
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTERS	21132.72			21132.72
ARNOLD	CHRISTY	TEACHER ESL MASTERS	22857.21	431.98		23289.19
BAHDE	JESSICA	SPECIAL NEEDS TEACHER MASTERS	48297.55	28.45		48326
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	75553.15			75553.15
BATISTA	JANICE	TEACHER MIDDLE BACHELORS	7591.68			7591.68
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	62152.41			62152.41
BERTOLOZZI	ELIZABETH	SPECIAL NEEDS TEACHER MASTERS	74276.47	2698.27		76974.74
BLAIR	LISA	SCHOOL PSYCHOLOGIST MASTERS	52827			52827
BRADY	ELISABETH	SPECIAL NEEDS TEACHER MASTERS	17369.28			17369.28
BRANDE	LAURA	SPECIAL NEEDS TEACHER MASTERS	20867.47	28.4		20895.87
BRENNEMAN	THOMAS	TRANS COORDINATOR M+30	32681.05		1657.7	34338.75
BRESNICK	DONNA	SPECIAL NEEDS TEACHER MASTR+30	81702.84	74.06		81776.9
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	87934.81			87934.81
BROSNIHAN	JAMES	RE-ENTRY COORDINATOR	53587.55	73.3		53660.85
BRUNDIGE	SARAH	SPEECH THERAPIST MASTERS +30	74886.97	200	773	75859.97
CALDERON	CELINA	SPECIAL NEEDS TEACHER MASTERS	61112.32		1783	62895.32
CALLAHAN	ELIZABETH	SPEECH THERAPIST MASTERS	38395.18	1526.88		39922.06
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTERS	45201.54			45201.54
CARTER	LAUREN	SPECIAL NEEDS TEACHER MASTERS	58762.22	1370.03		60132.25
CARTER	KRISTEN	SCHOOL PSYCHOLOGIST MASTERS+30	59761.91			59761.91
CARUSO	ALISON	PHYSICAL THERAPIST BACH	47266.17			47266.17
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER BACHELO	45663.89	670	3433.5	49767.39
CAVAGNUOLO	JARED	SPECIAL NEEDS TEACHER MASTR+30	76385.09	755.68	4255.5	81396.27
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	47350.35	431.3		47781.65
CLARK	MARIMARTHA	TEACHER ESL MASTERS +30	84006.33	509.92		84516.25
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+30	75972.99		891.5	76864.49
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTERS	52238.51			52238.51
COSTELLO	AVIVA	SPECIAL NEEDS TEACHER MASTR+30	67222.58	113.6		67336.18
COURVILLE	TONILEE	SPECIAL NEEDS TEACHER MASTERS	55341.31			55341.31
CRAWFORD	DARLENE	SPECIAL NEEDS TEACHER MASTERS	74276.47			74276.47
CROSS	HANNAH	EVALUATION TEAM LEADER MASTE	80726.37			80726.37
CUFFO	MILDRED	SPEECH THERAPIST MASTERS +75	79491.39	1680.33		81171.72
CURLEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	56501.88			56501.88
CYMROT	DONNA	SCHOOL PSYCHOLOGIST MASTERS+30	82760.01	124.9		82884.91
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTERS	61112.32	510.33		61622.65
DANIELSON	ANN	SPECIAL NEEDS TEACHER MASTERS	44565.9			44565.9
DELDUCHETTO	ANN MARIE	SPECIAL NEEDS TEACHER MASTERS	63556.57			63556.57
DERMODY	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	48297.55			48297.55
DIMASCIO	LAUREN	SPECIAL NEEDS TEACHER MASTERS	49960.62			49960.62
D'INNOCENZO	CARA	SPECIAL NEEDS TEACHER MASTR+30	43074.62			43074.62
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	61112.32			61112.32
FERRARI	MEGAN	TEACHER ESL MASTERS	19098.24			19098.24
FIALKOW	JULIE	SPECIAL NEEDS TEACHER MASTERS	69442.46			69442.46
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTERS	61112.32			61112.32
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	74276.47			74276.47
FRISWELL	SHEILA	SPECIAL NEEDS TEACHER MASTR+30	82528.36			82528.36
GAMMONS	REBECCA	SPEECH THERAPIST MASTERS	49265.49	596.26		49861.75
GAVIN	MARY	SPECIAL NEEDS TEACHER MASTR+30	67668.44			67668.44
GELLER	ANDREA	SOCIAL WORKER MASTERS	74276.47	170.31		74446.78
GENTILE	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	16701.21			16701.21
GRIMES	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	74276.47		3135.48	77411.95
GUILD	MARION	OCCUP THERAPIST BACHELOR'S	40513.98	722.54		41236.52
GUILLEMETTE	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	43790.98		250	44040.98

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HARKINS	EDYTHE	SPECIAL NEEDS TEACHER MASTERS	35415.53	1021.47		36437
HILL	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	66033.6	4906.39		70939.99
HOLMES	DIANE	EVALUATION TEAM LEADER BCHLR	74684.34	1341.62	3006.3	79032.26
KANAVAS-DEROCHER	DEANNA	SCHOOL PSYCHOLOGIST MASTERS+3	74886.97	1562.26		76449.23
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	66279.38			66279.38
KARIAN	SARAH	SPEECH THERAPIST MASTERS	1742.69			1742.69
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	65138.72			65138.72
KLEGAN	MARY	SPECIAL NEEDS TEACHER MASTR+30	44454.37			44454.37
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	36907.19			36907.19
KUHLMAN-HUSSEY	DEBORAH	SPECIAL NEEDS TEACHER MASTR+30	65362.27			65362.27
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTERS	48297.55		109.62	48407.17
LICHODOLIK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	24180.57			24180.57
LIPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+30	81702.84		1010	82712.84
LYNCH	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	44251.04			44251.04
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	82974.22			82974.22
MAHONEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	74276.47	56.8		74333.27
MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTERS	16701.21	377.7		17078.91
MALONEY	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	81702.84	355.3		82058.14
MANCHESTER	JOAN	SPECIAL NEEDS TEACHER MASTR+30	69912.08	541.39		70453.47
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	57463.57	832.74		58296.31
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	81702.84	343.47	1735.6	83781.91
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTERS	74276.47			74276.47
MCFARLAND	JOSEPH	TEACHER SECONDARY MASTERS	74276.47	37.77		74314.24
MCGOWAN-D'ENTREMONT	JANE	SPECIAL NEEDS TEACHER MASTERS	74276.47			74276.47
MELIONES	MARINA	SPECIAL NEEDS TEACHER MASTERS	18786.42	453.24		19239.66
MIKAELIAN	NEVART	EVALUATION TEAM LEADER MSTR+	88526.52			88526.52
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	74276.47			74276.47
MOHAN	THOMAS	SPECIAL NEEDS TEACHER MASTR+30	40314.76			40314.76
MOLINARI-BATES	BARBARA	EVALUATION TEAM LEADER MSTR+	88864.02	1898.46		90762.48
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+60	70583.91			70583.91
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	69912.08			69912.08
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+30	81702.84			81702.84
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINAT	80726.37		14196	94922.37
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	76880.62	200		77080.62
NICHOLS	NANCY	SCHOOL PSYCHOLOGIST MASTERS+30	11230.72			11230.72
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	82389.3			82389.3
PLOURDE	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	44778.68	555.68		45334.36
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+30	49021.62	200	541.1	49762.72
REARDON	MARIA	EVALUATION TEAM LEADER MSTR+	52419.57			52419.57
RIGDON	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	80919.48	864.69		81784.17
RONAN	GAIL	SPEECH THERAPIST MASTERS +30	81702.84			81702.84
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	25268.94			25268.94
SCHAEFFER	JANET	SCHOOL PSYCHOLOGIST MASTERS+30	69447.48			69447.48
SCHNEEKLOTH	REBECCA	SPECIAL NEEDS TEACHER MASTERS	66033.6	250		66283.6
SUGARMAN	CATHERINE	NTY PROJECT DIRECTOR	2003.5			2003.5
SYLVAIN	CASEY	TEACHER ESL MASTERS	40699.36			40699.36
SZOLOMAYER	CHERYL	SPECIAL NEEDS TEACHER MASTERS	69442.46	37.03		69479.49
TENNEY	KATHLEEN	SPECIAL NEEDS TEACHER MASTERS	52238.51	57.12		52295.63
WALLS	BRYANT	SOCIAL WORKER MASTERS	73925.38		4728	78653.38
WALTON	MARY	SPECIAL NEEDS TEACHER MASTR+30	81702.84	85.2		81788.04
WEEKS	KAYCEE	SPEECH THERAPIST MASTERS +30	62152.41			62152.41
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	54024.76			54024.76
WETHERBEE	MEGHAN	SPECIAL NEEDS TEACHER MASTERS	56501.88	1262.92		57764.8
YURRITA	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	56501.88			56501.88
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +30	81702.84	124.9		81827.74
			6419935.8	41533.4	41506.3	6502975.51
GUIDANCE-26						
BRUCE	JANE	GUIDANCE COUNSELOR MASTERS	55107.45			55107.45
CONESA	ISABEL	GUIDANCE COUNSELOR MASTERS	68274.41	212.18	1500.05	69986.64
CRAWFORD	MELISSA	GUIDANCE COUNSELOR MASTERS	52238.51			52238.51
DALTON-THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	83894.92	75		83969.92
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS +3	58636.58	75		58711.58
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +3	73623.43	75		73698.43
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	18175.74	75		18250.74
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS	58008.12			58008.12
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS	56927.15			56927.15

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KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	87091.27	99.33		87190.6
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS +3	32681.05	1072.88	610.2	34364.13
MACDONALD	MELISA	GUIDANCE COUNSELOR MASTERS	44564.05		0	44564.05
MCKELVEY	CATHERINE	SCHOOL PSYCHOLOGIST MAS+60	23468.85			23468.85
MEISNER	MARIA	GUIDANCE COUNSELOR MASTERS	37650.24			37650.24
MOLLOY	ELISE	GUIDANCE COUNSELOR MASTERS +3	47805.48	335.48	1925.17	50066.13
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS	59022.11		2686.34	61708.45
PAPASSO	NICOLE	GUIDANCE COUNSELOR MASTERS +3	68427.19		1711.76	70138.95
RANDALL	AMANDA	GUIDANCE COUNSELOR MASTERS +3	49036.76	1045.5		50082.26
ROSHI	MARJOLA	SCHOOL PSYCHOLOGIST MASTERS+3	39800.91			39800.91
STROTHER	MATTHEW	GUIDANCE COUNSELOR MASTERS +3	84298.38	75	16568.3	100941.68
			1098732.6	3140.37	25001.82	1126874.79

SCHOOL LIBRARIES

BLOOM	AMY	TEACHER MIDDLE MASTERS	56501.88			56501.88
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	74586.66			74586.66
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE BACHELORS	61467.9		98.43	61566.33
			192556.44	0	98.43	192654.87

TITLE 1

ADELMAN	STACEY	TITLE 1 TEACHER	20025.01			20025.01
BARRASSO	MAURA	TITLE 1 TEACHER	11188.9			11188.9
DANNIN	JENNIFER	TITLE 1 TEACHER	25407.67			25407.67
DEAN	TRACY	TITLE 1 TEACHER	14785.95			14785.95
DUCHARME	JANET	TITLE 1 TEACHER	15577.98			15577.98
FOLEY	KATHLEEN	TITLE 1 TEACHER	8500.22			8500.22
HIGGINS	LISA	TITLE 1 TEACHER	6468.83			6468.83
JOHNSON	MARY	TITLE 1 TEACHER	6392.71			6392.71
KISEL	DANIEL	TITLE 1 TEACHER	2890.33			2890.33
LIPOMA	JENNIFER	TITLE 1 TEACHER	22205.57			22205.57
MCCARTHY	KAREN	TITLE 1 TEACHER	10722.02			10722.02
TRACY	TERRY	TITLE 1 TEACHER	10206.84			10206.84
YEE	THERESA	TITLE 1 TEACHER	23292.26			23292.26
			177664.29	0	0	177664.29

SUBSTITUTES-LONG TERM

ALSTON	SUSAN	SUB STDNT S/FACILITATOR LNG/TM	3464.04			3464.04
BOPP	KIMBERLEE	SUBSTITUTE TEACHER LONG TERM	2184			2184
CAIRNEY	AIMEE	SUBSTITUTE TEACHER LONG TERM	20037.4	75		20112.4
CARTER	MELISSA	SUB STDNT S/FACILITATOR LNG/TM	360.16			360.16
CHAMBERS	MEREDITH	SUBSTITUTE TEACHER LONG TERM	9408			9408
CLARK	ERIN	SUBSTITUTE TEACHER LONG TERM	3795			3795
COCHI	LYANNE	SUB STDNT S/FACILITATOR LNG/TM	4807.17			4807.17
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	19714			19714
DUMONT	RICHARD	SUBSTITUTE TEACHER LONG TERM	10808			10808
DUNNIGAN	JOHN	PERMANENT SUBSTITUTE TEACHER	18822			18822
FEINBERG	MARILYN	SUBSTITUTE TEACHER LONG TERM	9680			9680
FRIEDA	JACLYN	SUBSTITUTE TEACHER LONG TERM	5200			5200
GUSTAFSON	KURT	SUBSTITUTE TEACHER LONG TERM	2016			2016
HATT	MARCUS	SUBSTITUTE TEACHER LONG TERM	10752			10752
HOLMGREN	JILL	PERMANENT SUBSTITUTE TEACHER	21006.35			21006.35
JENNINGS	STEPHANIE	SUB STDNT S/FACILITATOR LNG/TM	7788.75			7788.75
KAPLAN	LESLIE	SUBSTITUTE TEACHER LONG TERM	6591			6591
KENT	LAUREN	PERMANENT SUBSTITUTE TEACHER	11605			11605
KILLAM	LISA	SUBSTITUTE TEACHER LONG TERM	1512			1512
LANTZ	KRISTY	PERMANENT SUBSTITUTE TEACHER	8690			8690
LINDSEY	KATHERINE	SUBSTITUTE TEACHER LONG TERM	7230.82			7230.82
LOUGHLIN	LESLIE	SUBSTITUTE TEACHER LONG TERM	14301.5			14301.5
MAGUIRE	JANE	SUBSTITUTE TEACHER LONG TERM	3547.5			3547.5
MASTERSON	JILL	SUBSTITUTE TEACHER LONG TERM	825			825
MITCHELL	ALISON	SUB STDNT S/FACILITATOR LNG/TM	4636.9			4636.9
MUNDY	PETER	SUB STDNT S/FACILITATOR LNG/TM	14069.71			14069.71
NORCAARD	COLIN	SUBSTITUTE TEACHER LONG TERM	7056			7056
O'LEARY	DANIEL	PERMANENT SUBSTITUTE TEACHER	19380			19380
PEASE	SANDY	SUB STDNT S/FACILITATOR LNG/TM	1778.12			1778.12
RANDALL	JAMES	SUBSTITUTE TEACHER LONG TERM	7920			7920
RETELAS	KALLI	SUBSTITUTE TEACHER LONG TERM	12096			12096
RICCIARDI	KARA	SUB STDNT S/FACILITATOR LNG/TM	14617.15			14617.15
SHAW	CAROLYN	SUB STDNT S/FACILITATOR LNG/TM	1374.57			1374.57

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YON	ELIZABETH	SUBSTITUTE TEACHER + 15 DAYS	2756			2756
			289830.14	75	0	289905.14
<u>SUBSTITUTES</u>						
ALGUS	KAREN	TUTOR/KINDERGARTEN	15929.75			15929.75
ALHADI	SABA	SUBSTITUTE TEACHER + 15 DAYS	11303			11303
ANDERSON	CAROL	TUTOR/KINDERGARTEN	17438.56			17438.56
ANDERSON	MATTHEW	ACCOMPANIST	865			865
ARNOLD	ROBYN	SUBSTITUTE TEACHER + 15 DAYS	1681			1681
BAND	DIANNE	SUBSTITUTE TEACHER	735.53			735.53
BANERJEE	JAYASHREE	SUBSTITUTE TEACHER	90.39			90.39
BARBO	ANN	SUBSTITUTE TEACHER + 15 DAYS	3868.27			3868.27
BARR	SANDRA	SUBSTITUTE TEACHER	1094.47			1094.47
BENDER-COHN	RENEE	SUBSTITUTE TEACHER	94			94
BERLIN	JOAN	TUTOR/KINDERGARTEN	9876			9876
BISHOP	BONITA	SUBSTITUTE TEACHER + 15 DAYS	5740			5740
BISHOP	JAMES	COACHING STAFF		2482		2482
BOEGEHOLD	BENJAMIN	SUBSTITUTE TEACHER	92			92
BOUCHER	KATHLEEN	COACHING STAFF		2482		2482
BRITT	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	8238			8238
BRODY	MELISSA	SUBSTITUTE TEACHER	1175			1175
BROWN	LOIS	SUBSTITUTE TEACHER + 15 DAYS	729			729
BROWNE	KATHLEEN	SUBSTITUTE TEACHER	104			104
BROWNING	CHRISTINE	SUBSTITUTE TEACHER + 15 DAYS	11972.71			11972.71
BUSCHENFELDT	KIRK	COACHING STAFF	550	8914.7		9464.7
BUTTS	KATHLEEN	TUTOR/KINDERGARTEN	16392.25			16392.25
CAFFREY	DERMOT	COACHING STAFF		3014		3014
CAINE	NEILL	COACHING STAFF		840		840
CARADONNA	MARIE	SUBSTITUTE TEACHER + 15 DAYS	834			834
CARNEY	MAUREEN	SUBSTITUTE TEACHER + 15 DAYS	520			520
CARTER	VIOLA	SUBSTITUTE TEACHER + 15 DAYS	5649			5649
CATANIA	JEE	SUBSTITUTE TEACHER + 15 DAYS	13025.22			13025.22
CHAHROUR	ANDREA	SUBSTITUTE TEACHER	94			94
CHAMPAGNE	NICHOLAS	SUBSTITUTE TEACHER	554.51			554.51
CHUE	KARIN	COACHING STAFF		3627.32		3627.32
CONNORS	ANNE	TUTOR/HOMEBOUND	11107.87			11107.87
CONWELL	AMY	SUBSTITUTE TEACHER	1770			1770
COPPI	DOUGLAS	SUBSTITUTE TEACHER + 15 DAYS	2420			2420
COVIELLO	DAVID	SUBSTITUTE TEACHER	368			368
CURNS	SHERRY	SUBSTITUTE TEACHER + 15 DAYS	10072			10072
CURNS	DONALD	SUBSTITUTE TEACHER + 15 DAYS	1896			1896
CURRAN	MARTHA	SUBSTITUTE TEACHER LONG TERM	1976			1976
CUSSON	KERI	SUBSTITUTE TEACHER + 15 DAYS	1410.75			1410.75
DA COSTA	VICTORIA	SUBSTITUTE TEACHER	184			184
DASILVA	DEBRA	SUB STDNT SUPPORT FACILITATR	7861.18			7861.18
DAVIDSON	ASHLEY	TUTOR/KINDERGARTEN	16518.5	17232.56		33751.06
DAVIES	DAWN	SUBSTITUTE TEACHER + 15 DAYS	3901.56			3901.56
DECHRISTOFORO	JOHN	SUBSTITUTE TEACHER + 15 DAYS	11812			11812
DELL	MARJORIE	SUBSTITUTE TEACHER + 15 DAYS	3072.3			3072.3
DEPALO	LISA	TUTOR/HOMEBOUND	2200	570		2770
DIGIANDOMENICO	CHARLES	COACHING STAFF		2554.2		2554.2
DONNELLY	SARAH	SPECIALTY ADVISOR	0			0
DONNELLY	ALAN	COACHING STAFF		2554.2		2554.2
DORFNEILSEN	JULIE	SUBSTITUTE TEACHER + 15 DAYS	1040			1040
ENGLE	ADAM	SUBSTITUTE TEACHER + 15 DAYS	14686.17			14686.17
EVANS	NANCY	SUBSTITUTE TEACHER + 15 DAYS	4819.45			4819.45
EVERETT-WILSON	ANDREA	SUBSTITUTE TEACHER		131.2		131.2
FEATHERSTONE	ELAINA	SUBSTITUTE TEACHER + 15 DAYS	2634.29			2634.29
FISCHLOWITZ-ROBERTS	AARON	SUBSTITUTE TEACHER	460			460
FLANAGAN	AISHLEEN	SUBSTITUTE TEACHER	184			184
FOILB	TRACY	SUBSTITUTE TEACHER + 15 DAYS	14463.97			14463.97
FREDA	MARIA	TUTOR/KINDERGARTEN	11673.87			11673.87
FRUTKOFF	CAROL	SUBSTITUTE TEACHER + 15 DAYS	418			418
GALVIN	KATELYN	COACHING STAFF		2532		2532
GANONG	JOANN	SUBSTITUTE TEACHER	59081.95	9645.14		68727.09
GAVELIS	CAROL	SUB STDNT SUPPORT FACILITATR	3459.92			3459.92
GAVELIS	ANTHONY	SUBSTITUTE TEACHER + 15 DAYS		5071		5071

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GELFAND	CHERYL	SUBSTITUTE TEACHER + 15 DAYS	12416.89		12416.89
GENOVESE	CLELIA	SUBSTITUTE TEACHER + 15 DAYS	4873		4873
GIANNOS KOTSARI	EVANGELIA	SUBSTITUTE TEACHER + 15 DAYS	2079.56		2079.56
GOLD	ESTA	SUBSTITUTE TEACHER + 15 DAYS	6646		6646
GRIFFIN	NANCY	SUBSTITUTE TEACHER + 15 DAYS	3447.19		3447.19
GUAGENTY	KELLY	SUBSTITUTE TEACHER + 15 DAYS	5817.59		5817.59
HALL	MARNIE	SUBSTITUTE TEACHER + 15 DAYS	4133.4		4133.4
HANSON	CARROLL	SUBSTITUTE TEACHER + 15 DAYS	3364		3364
HANSTINE	SUMI	SUBSTITUTE TEACHER + 15 DAYS	3172		3172
HARDING	LINDA	SUBSTITUTE TEACHER + 15 DAYS	4800.2		4800.2
HEALY	PAUL	SUBSTITUTE TEACHER + 15 DAYS	4088		4088
HEFTER	SARAH	TUTOR/KINDERGARTEN	9625		9625
HEISTAND	KIMBERLY	SUBSTITUTE TEACHER + 15 DAYS	5597		5597
HELMAS	PATRICK	COACHING STAFF		3556.52	3556.52
HEPP	RUTH	SUBSTITUTE TEACHER + 15 DAYS	2056.78		2056.78
HOLLAND	KAREN	TUTOR/KINDERGARTEN	14642.5		14642.5
HOLMAN	ELLEN	SUB STDNT SUPPORT FACILITATR	45.2		45.2
HOPEWELL	CLAUDIA	SUBSTITUTE TEACHER + 15 DAYS	2634.5		2634.5
HUG	SHARON	SUBSTITUTE TEACHER + 15 DAYS	6660		6660
HYMES	JENNIFER	SUBSTITUTE TEACHER + 15 DAYS	4432.39		4432.39
INFANGER	KARL	COACHING STAFF		7450.8	7450.8
JENKINSON	EDWARD	COACHING STAFF		6152.16	6152.16
JENNETT	ALLISON	SUBSTITUTE TEACHER	874		874
JOHNSON	JOSEPH	COACHING STAFF		7326.62	7326.62
JOKI	ALEXA	TUTOR/KINDERGARTEN	17127		17127
JONES	ROBERT	SUBSTITUTE TEACHER + 15 DAYS	2470		2470
KAHN	JULIE	TUTOR/KINDERGARTEN	16194.25		16194.25
KAPLAN	ERIC	COACHING STAFF		3014	3014
KHAEMBA	JANET	COACHING STAFF		6104.56	6104.56
KIMLER	LISA	SUBSTITUTE TEACHER + 15 DAYS	2445.31		2445.31
KOSAN	KELSEY	TUTOR/KINDERGARTEN	13675.1		13675.1
KRAUSS	MEGHAN	TUTOR/KINDERGARTEN	11606		11606
LERMAN	STEVEN	SUBSTITUTE TEACHER + 15 DAYS	1053.75		1053.75
LIBIN	JENNIFER	COACHING STAFF		3616.8	3616.8
LODI	MATTHEW	COACHING STAFF		3014	3014
LOGUE	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	1470.2		1470.2
LOMBARDI	DAVID	COACHING STAFF		7474.44	7474.44
LOUNSBURY	ZITA	SUBSTITUTE TEACHER + 15 DAYS	5137.82		5137.82
LYNCH	KIMBERLY	TUTOR/KINDERGARTEN	770		770
MABARDY	ALYSSA	COACHING STAFF	550	845.83	5737.83
MAGUIRE	CAMRYN	COACHING STAFF		10402.24	10402.24
MAHANEY	ANN	SUBSTITUTE TEACHER + 15 DAYS		144	144
MAHONEY	ROSEMARY	SUBSTITUTE TEACHER + 15 DAYS	9197.39		9197.39
MALEY	JENNIFER	TUTOR/KINDERGARTEN	6370		6370
MANDEL FOLLY	CLAIRE	SUBSTITUTE TEACHER + 15 DAYS	1352		1352
MANDELL	ELLEN	TUTOR/HOMEBOUND	173.54		173.54
MANNA	M. PETER	SUBSTITUTE TEACHER + 15 DAYS	1160		1160
MARCUS	JOLENE	SUBSTITUTE TEACHER + 15 DAYS	14946.85		14946.85
MARDEN	CHRISTINA	SUBSTITUTE TEACHER + 15 DAYS	9139		9139
MATTHEWSON	MARY	TUTOR/KINDERGARTEN	15580.7		15580.7
MAXWELL	CAROL	SUBSTITUTE TEACHER	92		92
MCGUIRE	PAUL	SUBSTITUTE TEACHER + 15 DAYS	4915		4915
MCSHANE	JESSICA	SUBSTITUTE TEACHER + 15 DAYS	14740.79		14740.79
MCTAGUE	BARBARA	SUBSTITUTE BLDG ASSISTANT	8622.03		8622.03
MEI	ROBERT	COACHING STAFF		6209	6209
MEISENHOLDER	JENNA	SUBSTITUTE TEACHER	470		470
MERLINO	CHANTEL	COACHING STAFF		4450.64	4450.64
MEYER	ERICA	SUBSTITUTE TEACHER	414		414
MOHAR	DORIAN	SUBSTITUTE TEACHER	1400		1400
MONTECALVO	JANET	SUBSTITUTE TEACHER	92		92
MORIARTY	CAROLYN	TUTOR/KINDERGARTEN	16321.75		16321.75
MUELLER	ELIZABETH	SUBSTITUTE TEACHER + 15 DAYS	1164.79		1164.79
NIEDERMEYER	LAURA	SUBSTITUTE TEACHER + 15 DAYS	2205		2205
O'CONNELL	VINCENT	SUBSTITUTE TEACHER + 15 DAYS	104		104
O'KEEFE	MICHAEL	COACHING STAFF		5023.26	5023.26
OSHIRO	FRANCO	SUBSTITUTE TEACHER	470		470

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PABST	RICHARD	SUBSTITUTE TEACHER + 15 DAYS	948			948
PANCHUCK	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	2610	843.81		3453.81
PANDIL	CHARLES	SUBSTITUTE TEACHER + 15 DAYS	3224			3224
PARVEN	MICHELLE	TUTOR/KINDERGARTEN	15896.88			15896.88
PAUL	MARYBETH	COACHING STAFF		7760.68		7760.68
PECKHAM	STEVEN	SUBSTITUTE TEACHER	184			184
PENROD	JEANNE	SUBSTITUTE TEACHER + 15 DAYS	5445			5445
PETTEPIT	ANN	SUBSTITUTE TEACHER + 15 DAYS	2188			2188
POTTS	GEORGE	TUTOR/HOMEBOUND	4252.14			4252.14
POWSNER	SUSAN	SUBSTITUTE TEACHER	231.69			231.69
PRICE	MARIA	SUBSTITUTE TEACHER + 15 DAYS	1092			1092
RAIDER	JEFFREY	SUBSTITUTE TEACHER + 15 DAYS	3302			3302
RAITHEL	JANE	ACCOMPANIST	3263			3263
ROGERS	GREGORY	COACHING STAFF		5108.4		5108.4
ROMANO	MARY	TUTOR/KINDERGARTEN	16580			16580
ROSE	BARBARA	SUBSTITUTE MEDIA ASSISTANT	225.98			225.98
ROTHENBERG	JOHANNA	SUBSTITUTE TEACHER	276			276
ROWAN	KRISTEN	SUBSTITUTE TEACHER + 15 DAYS	2218			2218
ROY	MARY	SUBSTITUTE TEACHER + 15 DAYS	7984.37			7984.37
SANFORD	MICHAEL	SUBSTITUTE TEACHER	92			92
SAYESS	NADIA	SUBSTITUTE TEACHER	368			368
SBORDONE	ALLISON	TUTOR/HOMEBOUND	3910.2			3910.2
SCALISE-MARINOFSKY	JENNIFER	COACHING STAFF		5767.24		5767.24
SCAMMON	SALLY	SUB STDNT SUPPORT FACILITATR	11190.92			11190.92
SHAGORY	ARIEL	SUBSTITUTE TEACHER + 15 DAYS	3074.71			3074.71
SHAGORY	EDWARD	SUBSTITUTE TEACHER + 15 DAYS	7904.6			7904.6
SHAVER	KRISTINA	SUBSTITUTE TEACHER	329			329
SHEPARD	DOUGLAS	SUBSTITUTE TEACHER + 15 DAYS	10819.59			10819.59
SIMPSON	WHITNEY	TUTOR/KINDERGARTEN	10206.37			10206.37
SINCLAIR	CHAD	COACHING STAFF		6489.52		6489.52
SLATTERY	RICHARD	COACHING STAFF		3167		3167
SMITH	BRIAN	SUBSTITUTE TEACHER	94			94
SMITH-CAFFREY	RACHEL	SUBSTITUTE TEACHER + 15 DAYS	4553.18			4553.18
SOMA	GAYLE	TUTOR/KINDERGARTEN	16154.25			16154.25
STANLEY	MICHAEL	COACHING STAFF		3737.36		3737.36
STARK	VALERIE	ACCOMPANIST	618			618
STEINMETZ	AMY	SUBSTITUTE TEACHER	188			188
STUCCHI	DANIELLE	TUTOR/KINDERGARTEN	6918			6918
SUXHO	PETRAQ	COACHING STAFF		15172.1		15172.1
THOMAS	KEVIN	COACHING STAFF		4099.04		4099.04
TOBIN	EMILY	SUBSTITUTE TEACHER + 15 DAYS	4748			4748
TRIPPI	KERRY	SUBSTITUTE TEACHER	834			834
TRUDEAU	ASHLEY	TUTOR/KINDERGARTEN	6706			6706
TUMANG	MARIA	SUBSTITUTE TEACHER + 15 DAYS	6866			6866
UPCHURCH	KATIE	SUBSTITUTE TEACHER + 15 DAYS	1222			1222
VANTASSEL	NANCY	TUTOR/KINDERGARTEN	481.25			481.25
VANTASSEL	JULIE	COACHING STAFF	1443.75	1507		2950.75
WAGER	WILLIAM	SUBSTITUTE TEACHER + 15 DAYS	106			106
WALLACE	TERRI	TUTOR/KINDERGARTEN	6644			6644
WEBSTER	BETH	SUBSTITUTE TEACHER + 15 DAYS	11122.41			11122.41
WEITHMAN	GEORGE	SUBSTITUTE TEACHER + 15 DAYS	3375.47			3375.47
WILKINS	LISA	COACHING STAFF		7219.62		7219.62
WILSON	LEOLA	SUBSTITUTE TEACHER + 15 DAYS	104			104
WILSON	ANNE	SUBSTITUTE TEACHER	1340.99			1340.99
WRIGHT	CRYSTAL	SUBSTITUTE TEACHER	376			376
YOUNG	CHRISTOPHER	SUBSTITUTE TEACHER	184			184
YZAGUIRRE	RAQUEL	SUBSTITUTE TEACHER	94			94
ZIRLEN	JULIANNE	SUBSTITUTE TEACHER + 15 DAYS	1532			1532
ZUCCHI	JON	SUBSTITUTE TEACHER + 15 DAYS	6894.52			6894.52
			801389.18	2403.64	199245.32	1003038.14

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FULL-TIME						
452	THOMPSON	PAUL	51	POLICE LIEUTENANT	07/06/1974	39
548	JONES	MARTHA	54	(S) SUPERVISOR TECHNICAL SVS	10/16/1974	39
158	ALLEN	RICHARD	49	GENERAL FOREMAN	03/20/1978	35
505	VALLE	ROBERT	22	CUSTODIAN SR II	04/10/1978	35
293	HENDERSON	PETER	22	CUSTODIAN ASSISTANT NIGHT	11/07/1978	35
1128	CONNELLY	EDWARD	50	FIRE DEPUTY CHIEF	07/18/1979	34
1129	MITCHELL	ROY	50	FIRE CAPTAIN	07/18/1979	34
1131	TOTA	PAUL	50	FIRE DEPUTY CHIEF	07/18/1979	34
1223	GREEL	ANN	21	EXECUTIVE PLANNING ASSISTANT	10/17/1979	34
946	WHITE	JAMES	53	DIRECTOR PUBLIC HEALTH	11/21/1979	34
1438	CHAMPION	LINDA	54	(S) CHILDREN'S PROGRAMMER	06/18/1980	33
2460	WHITE	RICHARD	50	FIRE CHIEF	07/22/1980	33
1549	CHALLIS	DONNA	13	EXECUTIVE ASSISTANT P/TIME	12/09/1980	33
1839	ARENA	JAMES	50	FIRE LIEUTENANT 4YRS SVS	05/15/1981	32
1657	MAGAZZU	ORAZIO	44	GENERAL FOREMAN	08/05/1981	32
1840	DOUCETTE	GARY	50	FIREFIGHTER	09/15/1982	31
1841	FORANCE	THOMAS	50	FIRE LIEUTENANT 4YRS SVS	09/15/1982	31
1856	SMITH	DALE	54	(S) SUPERVISOR CHILDREN'S SVS	09/29/1982	31
1983	CONLON	MICHAEL	50	FIRE LIEUTENANT 4YRS SVS	06/06/1983	30
1996	SIMKINS	LYNDA	56A	DIRECTOR COMMUNITY FARM	07/01/1983	30
2041	ARENA BLAIR	CHERYL	41	EXECUTIVE ASSISTANT 1116 CLKS	10/03/1983	30
2061	BARNICLE	SUSANMARIE	54	(S) CHILDREN'S LIBRARIAN	10/26/1983	30
2179	HALLORAN	RICHARD	51	POLICE DETECTIVE	07/31/1984	29
2181	GEISSLER	WILLIAM	51	POLICE PATROLMAN	08/16/1984	29
2185	MELCHIORRI	ROCKY	50	FIREFIGHTER	09/04/1984	29
1990	VITALE	THOMAS	51	POLICE PATROLMAN	10/24/1984	29
1445	HLADICK	THOMAS	44	HIGHWAY DIVISION SUPERVISOR	10/31/1984	29
2223	VANTASSEL	GORDON	50	SUPT OF COMMUNICATIONS	11/13/1984	29
2289	MOORES	DAVID	22	CUSTODIAN SR III	04/16/1985	28
2300	BURKE	EDWARD	46	ASSISTANT SUPERVISOR	05/22/1985	28
2353	COLLINS	THOMAS	43	DIVISION SUPERVISOR	08/19/1985	28
2412	SPENCER	THOMAS	50	FIREFIGHTER	12/23/1985	28
2422	REPELLA	TIMOTHY	22	CUSTODIAN - SR I DAY	01/02/1986	27
2439	RICHARDSON	RONALD	51	POLICE PATROLMAN	02/24/1986	27
2463	HARVEY	EDWARD	22	CUSTODIAN - SR I DAY	04/07/1986	27
2458	FRANCIOSE	ROCCO	50	FIRE CAPTAIN	04/22/1986	27
2472	FLEMING	MAUREEN	13	EXECUTIVE ASSISTANT	05/19/1986	27
2484	ST.GERMAIN	PETER	43	LEAD MECHANIC	06/04/1986	27
2590	ZICKO	JOHN	22	CUSTODIAN - JR I NIGHT	10/27/1986	27
2588	LAVEZZO	JAMES	22	FAC MAIN-SUPRVSR CUSTODIANS	11/03/1986	27
2597	DUNLOP	ROBERT	51	POLICE SERGEANT	11/19/1986	27
2610	GRASSEY	BRIAN	51	POLICE LIEUTENANT	11/21/1986	27
2676	HASWELL	JOHN	51	POLICE PATROLMAN	11/23/1986	27
2927	MURPHY	ROBERT	51	POLICE PATROLMAN	11/23/1986	27
291	QUILTY	JOHN	44	WORKING FOREMAN	01/14/1987	26
2336	GILBERT	CHRIS	22	CUSTODIAN - JR II NIGHT	01/15/1987	26
2694	ARENA	SALVATORE	50	FIRE CAPTAIN	06/29/1987	26
2693	WEDGEWORTH	JOHNNY	50	FIREFIGHTER	06/29/1987	26

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2716	SCOTT	DONNA	51	CIVILIAN DISPATCHER	07/13/1987	26
2780	PERRYMAN	MICHAEL	50	FIREFIGHTER	11/08/1987	26
2777	CARNEY	PETER	50	FIRE DEPUTY CHIEF	11/09/1987	26
2778	HARTWELL	DANIEL	50	FIREFIGHTER	11/09/1987	26
2779	MAHONEY	WALTER	50	FIRE LIEUTENANT LESS 4YRS SVS	11/09/1987	26
2807	CONNELLY	MARK	50	ACTING CAPTAIN	02/22/1988	25
2808	HAIGIS	MICHAEL	50	FIREFIGHTER	02/22/1988	25
2809	HEADLEY	GRANTLEY	50	FIREFIGHTER	02/22/1988	25
2810	HLADICK	MARTIN	50	FIREFIGHTER	02/22/1988	25
2811	MATHEWS	DANIEL	50	FIRE LIEUTENANT 4YRS SVS	02/22/1988	25
2812	MCDANIEL	MICHAEL	45	GENERAL FOREMAN	03/02/1988	25
2827	PONS	MICHAEL	44	HEAVY EQUIPMENT OPERATOR	07/21/1988	25
2896	PERODEAU	RICHARD	45	CHIEF PLANT OPERATOR	08/17/1988	25
2537	CLOUGHER	GERALD	44	WORKING FOREMAN	09/28/1988	25
2943	GILBERT	SHAWN	22	CUSTODIAN - SR I DAY	10/17/1988	25
2265	COFFEY	MARY LOU	56A	DEPARTMENT ASSISTANT	01/17/1989	24
2989	ALBERGHINI	WILLIAM	50	FIREFIGHTER	03/13/1989	24
2990	BLACK	JAMES	50	FIREFIGHTER	03/13/1989	24
2991	SHERIDAN	JAMES	50	FIRE CHIEF	03/13/1989	24
3137	STICKA	WILLIAM	50	FIREFIGHTER	03/13/1989	24
2995	HOFFMAN	ROBERT	51	POLICE SERGEANT	03/17/1989	24
2605	ORDWAY	JAMES	51	POLICE DETECTIVE	03/20/1989	24
3015	BORCHI	MARY	54	(S) LIBRARY ASSISTANT	05/08/1989	24
3017	HALFREY	ALAN	45	WORKING FOREMAN	05/10/1989	24
2649	HOPKINS	THOMAS	44	GENERAL FOREMAN	07/27/1989	24
3028	KEEFE	DANIEL	56A	ASSISTANT DIRECTOR PARKS/REC	01/08/1990	23
3136	SMITH	JAMES	50	FIRE LIEUTENANT 4YRS SVS	04/23/1990	23
3140	LENTINI	MICHAEL	50	FIRE DEPUTY CHIEF	05/04/1990	23
3144	WELCH	PAULA	54	(S) SUPERVISOR CIRCULATION SVS	05/14/1990	23
3201	HILL	JAMES	22	CUSTODIAN - SR I DAY	09/21/1990	23
3272	REDINGTON	DELL	54	(S) LIBRARY ASSISTANT	08/10/1991	22
3306	ST.HILAIRE	MARK	51	POLICE SERGEANT	10/02/1991	22
3339	BACON	KATHLEEN	66	DIRECTOR RETIREMENT SYSTEM	01/27/1992	21
3357	GRAHAM	ALLAN	51	POLICE SERGEANT	05/06/1992	21
3436	SPURLING	SCOTT	46	WORKING FOREMAN	09/16/1992	21
3421	LAUZON	BRIAN	51	POLICE LIEUTENANT	09/22/1992	21
3283	QUILTY	THOMAS	44	SKILLED LABORER	12/15/1992	21
3473	PINAULT	LINDA	56A	ADMINISTRATIVE ASSISTANT	03/08/1993	20
3506	ADAMS	RICHARD	50	FIREFIGHTER	07/07/1993	20
3502	ARENA	STEPHEN	50	FIREFIGHTER	07/07/1993	20
3504	BIAGI	RONALD	50	FIREFIGHTER	07/07/1993	20
3501	QUILTY	MICHAEL	50	FIREFIGHTER	07/07/1993	20
3525	BROGAN	DANIEL	51	POLICE PATROLMAN	07/26/1993	20
3558	COLLINS	CHRISTOPHER	50	FIREFIGHTER	09/20/1993	20
3559	HERRING	JOHN	50	FIREFIGHTER	09/20/1993	20
3557	HLADICK	ANDREW	50	FIRE LIEUTENANT LESS 4YRS SVS	09/20/1993	20
3572	VIEIRA	RICHARD	51	POLICE SERGEANT	10/20/1993	20
2436	ARENA	EDWARD	51	POLICE DETECTIVE	01/10/1994	19
3611	BLANCHARD	ELIZABETH	51	POLICE PATROLMAN	01/10/1994	19
3608	DOHERTY	JOHN	51	POLICE SERGEANT	01/10/1994	19

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3609	KEOHANE	JAMES	51	POLICE PATROLMAN	01/10/1994	19
3610	ROSSI CAFARELLI	CARA	51	POLICE LIEUTENANT	01/10/1994	19
2012	MORRILL	DIANE	51	POLICE PATROLMAN	02/07/1994	19
3488	TOSI	KEITH	51	ANIMAL CONTROL OFFICER	02/22/1994	19
3711	LUBINSKI	ROBERT	22	CUSTODIAN - JR I AFTERNOON	08/24/1994	19
3739	ALCOCK	BRIAN	42	CADD/GIS TECHNICIAN	09/19/1994	19
3749	FARQUHARSON	DOUGLAS	50	FIREFIGHTER	10/10/1994	19
3800	DOW	DANIEL	50	FIRE DEPUTY CHIEF	04/03/1995	18
3801	LEVEY	KENNETH	50	FIRE LIEUTENANT 4YRS SVS	04/03/1995	18
3802	REYNOLDS	THOMAS	50	FIREFIGHTER	04/03/1995	18
3810	INGHAM	BRIAN	51	POLICE SERGEANT	04/26/1995	18
3815	RAMALHO	JOHN	22	CUSTODIAN - JR I DAY	05/09/1995	18
3843	MORGAN	PAMELA	53	EXECUTIVE ASSISTANT 1116 CLKS	07/05/1995	18
3844	PILLA	JUSTINA	16	ADMINISTRATIVE ASSISTANT	07/10/1995	18
3849	DANGELO	JANICE	17	DIRECTOR OF ASSESSING	07/17/1995	18
3881	FITZPATRICK	LEO	51	POLICE SERGEANT	09/25/1995	18
3497	BACCARI	SCOTT	49	WORKING FOREMAN	01/17/1996	17
3911	WALKER	GARY	44	WORKING FOREMAN	02/16/1996	17
3594	MELLISH	CAROLYN	22	MAINTENANCE III	04/01/1996	17
3923	CARTER	JEFFREY	22	CUSTODIAN SR II	04/16/1996	17
6136	SPINAZOLA	RODNEY	49	SKILLED LABORER	06/17/1996	17
3972	FORREST	BARRY	50	FIREFIGHTER	07/29/1996	17
3977	LEFRANCOIS	ROBERT	31	DIR INFORMATION TECHNOLOGY	08/19/1996	17
40019	HEFFLER	ELIZABETH	51	POLICE PATROLMAN	10/23/1996	17
40027	TOMASETTI	CYNTHIA	14	ASSISTANT COMPTROLLER	11/12/1996	17
40037	FAMANIA	CARLOS	22	CUSTODIAN - SR I DAY	01/06/1997	16
40052	DOLLAWAY	JEFFREY	46	HEAVY EQUIPMENT OPERATOR	03/19/1997	16
40073	CHING	CAROLYN	54	EXECUTIVE ASSISTANT LIBRARY	04/02/1997	16
40085	RUTKOWSKI	RONALD	22	MAINT MECHANIC IV	04/29/1997	16
40086	COVIELLO	MARK	42	TOWN ENGINEER	05/05/1997	16
40087	LATHWOOD	PAMELA	54	(S) TECHNOLOGY ASSOCIATE	05/16/1997	16
41028	ASSENCOA	WALTER	22	CUSTODIAN - JR I NIGHT	07/01/1997	16
2944	LAROSA	LEONARD	22	CUSTODIAN - SR I DAY	07/01/1997	16
41023	WARD	EDWARD	50	FIRE LIEUTENANT LESS 4YRS SVS	07/07/1997	16
41047	HARRIS	ROBERT	22	CUSTODIAN - JR I AFTERNOON	07/31/1997	16
41075	PERRY	TIMOTHY	49	SKILLED LABORER	09/17/1997	16
41098	WHELAN	GERALD	31	I/S DATA BASE ADMIN	12/08/1997	16
40060	CONRAD	LORNA	17	EXECUTIVE ASSISTANT 1116 CLKS	02/25/1998	15
41119	COMEAU	ANTHONY	46	WATER/SEWER DIVISION SUPERVISI	04/06/1998	15
41128	CONNELLY	MICHAEL	21	LOCAL BUILDING INSPECTOR	04/27/1998	15
41164	LUTTRELL	MICHAEL	44	HEAVY EQUIPMENT OPERATOR	07/01/1998	15
41174	MAGLIOZZI	ROBERT	50	FIREFIGHTER/PARAMEDIC	07/01/1998	15
41173	DELEHANTY	KEVIN	51	POLICE PATROLMAN	07/06/1998	15
41220	KELLEY	ELIZABETH	16A	ASSISTANT COLLECTOR/TREASURER	10/13/1998	15
41232	SHERMAN	DEBBIE JO	14	SPECIAL ASSISTANT TO FIN DIR	12/07/1998	15
41239	MACAZZU	PETER	46	SKILLED LABORER	12/30/1998	15
41254	DREW	ALEX	46	CRAFTSMAN	03/31/1999	14
41261	BARTLETT	KAROL	54	(S) REFERENCE LIBRARIAN	04/01/1999	14
41260	ROTHMAN	EUGENE	50	FIRE CAPTAIN	04/07/1999	14
41283	MCGEEVER	MICHAEL	45	HEAVY EQUIPMENT OPERATOR	04/21/1999	14

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41293	CURTIS	STEVEN	44	HEAVY EQUIPMENT OPERATOR	06/01/1999	14
41296	SULLIVAN	WAYNE	46	CRAFTSMAN	06/02/1999	14
41400	VALENTIN	JOEL	31	I/S NETWORK ADMINISTRATOR	12/08/1999	14
41414	HOYT	MATTHEW	44	HEAVY EQUIPMENT OPERATOR	01/19/2000	13
41417	QUILTY	JAMES	51	POLICE PATROLMAN	01/31/2000	13
41425	DOWNING	RONALD	50	FIRE LIEUTENANT 4YRS SVS	03/08/2000	13
41437	YOUNG	SHEILA	29	EXECUTIVE ASSISTANT 1116 CLKS	04/12/2000	13
41451	WURTH	CAROL	16A	EXECUTIVE ASSISTANT 1116 CLKS	05/30/2000	13
41476	SLAMIN	PETER	44	SANITATION DRIVER	06/21/2000	13
41604	AUSTIN	JOHN	50	FIRE CAPTAIN	04/04/2001	12
41601	CURLEY	JOHN	50	FIREFIGHTER	04/04/2001	12
41605	KELLEY	TIMOTHY	50	FIREFIGHTER	04/04/2001	12
41602	MORTARELLI	JOSEPH	50	FIRE LIEUTENANT 4YRS SVS	04/04/2001	12
41603	SMITH	SCOTT	50	FIREFIGHTER	04/04/2001	12
41606	CRISAFULLI	SAMUEL	50	FIRE LIEUTENANT 4YRS SVS	04/05/2001	12
41611	LEE	GLYNNIS	50	FIREFIGHTER/PARAMEDIC	04/05/2001	12
41612	SHEARLEY	RICHARD	50	FIRE LIEUTENANT LESS 4YRS SVS	04/05/2001	12
41608	TOPHAM	THOMAS	50	FIREFIGHTER	04/05/2001	12
41610	WOZNY	CHRIS	50	FIREFIGHTER/PARAMEDIC	04/05/2001	12
41620	CHAPSKI	LAWRENCE	22	CUSTODIAN - JR I AFTERNOON	04/30/2001	12
7127	BASTIEN	JEFFREY	22	CUSTODIAN - JR II AFTERNOON	05/14/2001	12
7130	ALLEN	MICHAEL	22	CUSTODIAN - JR II AFTERNOON	05/21/2001	12
7133	GALAN	LUIS	22	CUSTODIAN - JR II AFTERNOON	05/29/2001	12
41598	ROURKE	TRACY	51	CIVILIAN DISPATCHER	06/13/2001	12
41665	FORDE	VINCENT	51	POLICE SERGEANT	08/15/2001	12
41689	SULLIVAN	ELLEN	54	(S) CHILDREN'S ROOM ASSOCIATE	09/04/2001	12
41681	BOUDREAU	MICHAEL	53	ENVIR HEALTH AGENT	09/10/2001	12
41707	STERLING	MARK	51	CIVILIAN DISPATCHER	09/26/2001	12
41706	BOSELMAN	BRIAN	51	POLICE PATROLMAN	10/01/2001	12
41708	SALIS	S CHRISTOPHE	51	POLICE PATROLMAN	10/01/2001	12
41780	CALHOUN	SUSAN	21	ADMINISTRATIVE ASSISTANT	01/03/2002	11
41797	RUDD	SHAWN	46	SKILLED LABORER	01/16/2002	11
41794	NORRIS	KERI	50	FIRE LIEUTENANT 4YRS SVS	01/22/2002	11
41809	BOIS	ROBERT	21	ENVIRONMENTAL COMPLIANCE OFF	02/07/2002	11
41819	HEFFLER	STEVEN	45	WORKING FOREMAN W/LICENSE	02/21/2002	11
41989	WATKINS	MARYLEE	51	EXECUTIVE ASSISTANT POLICE	08/26/2002	11
43443	BAZIGIAN	ERIC	51	POLICE PATROLMAN	12/02/2002	11
42048	FAMANIA	GILBERTO	22	CUSTODIAN - JR II NIGHT	12/16/2002	11
41262	PALMER	JAYSON	44	SANITATION DRIVER	02/10/2003	10
42108	REDDOCH	TERESA	16	ADMINISTRATIVE ASSISTANT	05/12/2003	10
42128	D'AGOSTINO	MARK	22	CUSTODIAN - JR II AFTERNOON	06/16/2003	10
3820	JONES	JUDITH	46	ADMINISTRATIVE ASSISTANT	09/15/2003	10
42242	HULING	ROSEMARY	54	(S) BOOKMOBILE LIBRARIAN	09/29/2003	10
41898	CARRIGG	THOMAS	44	SKILLED LABORER	10/21/2003	10
42265	RODRIGUES	DAVID	22	CUSTODIAN SR II	10/27/2003	10
42281	CARR	THERESA	30	ADMINISTRATIVE ASSISTANT	11/17/2003	10
41408	RODRIGUEZ	CHRISTIAN	51	POLICE PATROLMAN	11/26/2003	10
42285	DICICCO	DAVID	50	FIREFIGHTER	12/01/2003	10
42286	LIPOMA	VICTOR	50	FIRE CAPTAIN	12/01/2003	10
42288	MABARDY	NICHOLAS	50	FIREFIGHTER	12/01/2003	10

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42329	CONAWAY	BRETT	51	POLICE SERGEANT	02/23/2004	9
42337	MEAGHER	PETER	60	MANAGER SASSAMON TRACE GOLF C	03/05/2004	9
42383	BROWN	ROBERT	46	NIGHT OPERATOR TRMNT PLANT	05/05/2004	9
42388	CARNEY	MARY	51	ADMINISTRATIVE ASSISTANT	05/10/2004	9
42319	OTERO	OSCAR	22	CUSTODIAN - SR I DAY	05/12/2004	9
41003	MARSHALL	JONATHAN	56A	DIRECTOR PARKS & REC SVS	06/01/2004	9
42442	MERCER	LEILA	53	PUBLIC HEALTH NURSE	07/01/2004	9
42457	LEMONT	JOHN	49	CRAFTSMAN	07/21/2004	9
42459	CARUSO	ANTHONY	50	FIREFIGHTER/PARAMEDIC	08/11/2004	9
42460	QUIGLEY-BOYLAN	TANYA	50	FIREFIGHTER/PARAMEDIC	08/11/2004	9
9046	MURRAY	ROBIN	5110	SCHOOL TRAFFIC SUPERVISOR	08/30/2004	9
9048	BOURET	CASSANDRA	5110	SCHOOL TRAFFIC SUPERVISOR	09/01/2004	9
42532	COLLINS	CAROLYN	5110	SCHL TRAFFIC SPVSR 2 POSTS	09/01/2004	9
41263	FITZGERALD	KENNETH	51	POLICE PATROLMAN	09/07/2004	9
42536	PLANT	MARK	22	CUSTODIAN - JR II DAY	09/20/2004	9
42564	CALDERON	ISMAEL	22	CUSTODIAN - JR I NIGHT	10/12/2004	9
42558	KELLEY	KEVEN	51	POLICE PATROLMAN	10/18/2004	9
42559	LANOUE	GREGORY	51	POLICE PATROLMAN	10/18/2004	9
42560	SUTHERLAND	JASON	51	POLICE PATROLMAN	10/18/2004	9
42572	LINDSEY	GERARD	22	CUSTODIAN - JR II AFTERNOON	10/25/2004	9
42601	CLARK	LINDA	13	BENEFIT MANAGER	12/13/2004	9
42630	BROGAN	KELLY	50	FIREFIGHTER/PARAMEDIC	01/26/2005	8
42640	MANCUSO	MARYJO	66	RETIRED EXECUTIVE ASST	02/14/2005	8
42644	DIGIACOMO	JOHN	42	ASSISTANT TOWN ENGINEER	02/16/2005	8
42662	AMES	RICHARD	46	GIS/TECHNOLOGY COORDINATOR	03/28/2005	8
42672	CHECKET	HELEN	30	SOCIAL WORKER	04/11/2005	8
42737	GRAVELINE	KERRY	19	EXECUTIVE ASSISTANT 1116 CLKS	07/21/2005	8
42740	MARSHALL	CARL	17	ASSISTANT ASSESSOR	08/01/2005	8
42738	NIEDBALA	CAROL	17	ASSISTANT ASSESSOR	08/01/2005	8
42743	CHAMBERLAIN	IAN	50	FIREFIGHTER	08/03/2005	8
42742	HAYNES II	WESLEY	43	WORKING FOREMAN	08/03/2005	8
6666	LINTON	BRIAN	50	FIREFIGHTER/PARAMEDIC	08/03/2005	8
42745	REFFETT	PATRICK	21	DIRECTOR COMMUNITY DEVELOPME	08/15/2005	8
42819	CONDLIN	M PAMELA	50	ADMINISTRATIVE ASSISTANT	09/06/2005	8
41494	BAUR	SUSAN	51	CIVILIAN DISPATCHER	09/28/2005	8
41106	HALL	RYAN	51	POLICE PATROLMAN	10/08/2005	8
42289	HOWARD	CHAD	51	POLICE PATROLMAN	10/11/2005	8
42840	LACERRA	SCOTT	51	POLICE PATROLMAN	10/11/2005	8
40041	MUNNS	MOIRA	30	DIRECTOR COA/HUMAN SERV	11/28/2005	8
42891	FERRARI	ADAM	50	FIREFIGHTER/PARAMEDIC	12/28/2005	8
42892	SANSOSSIO	CIRO	50	FIREFIGHTER	12/28/2005	8
42942	CORNELIUS	MATTHEW	44	TRASH COLLECTOR	04/26/2006	7
42939	THURSTON	JOSEPH	51	POLICE PATROLMAN	04/26/2006	7
42946	IVESON	JEFFREY	44	SANITATION DRIVER	05/03/2006	7
42948	COTTER	WILLIAM	49	SKILLED LABORER	05/17/2006	7
42983	WIGHT	JAMES	22	CUSTODIAN - JR I AFTERNOON	06/20/2006	7
42997	CORLISS	BRETT	50	FIREFIGHTER	07/05/2006	7
43022	MEYER	HOLLEY	55	ASSIST DIRECTOR BACON FREE	08/15/2006	7
42456	HANSEN	JEFFREY	42	RECORDS AND PERMITS ENGINEER	08/23/2006	7
43020	NGUYEN	TOAN	51	POLICE PATROLMAN	08/28/2006	7
43021	PAYNE	RYAN	51	POLICE PATROLMAN	08/28/2006	7

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43095	WHITE	MARTHA	13	TOWN ADMINISTRATOR	09/13/2006	7
43105	PYNE	DANIEL	44	SKILLED LABORER	09/20/2006	7
43164	MULLEN II	MATTHEW	50	FIREFIGHTER/PARAMEDIC	01/03/2007	6
43163	MUNGER	SEAN	51	POLICE PATROLMAN	01/29/2007	6
43188	BALCOM	ANDREW	50	FIRE LIEUTENANT 4YRS SVS	03/21/2007	6
43204	WILLIAMSON	ERIC	50	FIREFIGHTER/PARAMEDIC	04/18/2007	6
41247	CAISSIE	BRIAN	44	SKILLED LABORER	06/15/2007	6
43356	HANSEN	NANCY	19	ADMINISTRATIVE ASSISTANT	10/09/2007	6
43358	JORDAN	CHRISTOPHER	22	CUSTODIAN - SR I DAY	10/17/2007	6
43367	FINLAY	JANE	54	ASSISTANT DIRECTOR LIBRARY	10/22/2007	6
43366	FRANCIOSE	JOSEPH	44	SANITATION DRIVER	10/24/2007	6
3853	CHENARD	WILLIAM	13	DEPUTY TOWN ADMINISTRATOR	11/28/2007	6
43423	LOFTUS	ERIN	51	CIVILIAN DISPATCHER	12/26/2007	6
42340	D'INNOCENZO	MATTHEW	50	FIREFIGHTER/PARAMEDIC	02/13/2008	5
43422	FISHER JR	KENNETH	43	GENERAL FOREMAN	02/20/2008	5
43429	WALTERS YOUNG	MICHAEL	13	DEPUTY TA / FIN DIRECTOR	03/05/2008	5
43444	BUTLER	THOMAS	51	POLICE PATROLMAN	04/22/2008	5
43445	WADE	SCOTT	51	POLICE PATROLMAN	04/22/2008	5
43456	KENNEY	PATRICK	22	CUSTODIAN - JR I NIGHT	05/20/2008	5
43518	RINES	DAVID	22	CUSTODIAN - SR I DAY	08/13/2008	5
43522	WEITSEN II	RICHARD	50	FIREFIGHTER/PARAMEDIC	08/18/2008	5
42000	NARDI	MARIE	54	COMMUNITY RELATIONS/GRNT COO	08/27/2008	5
43566	BUDD	DEBRA	30	OUTREACH COORDINATOR	09/02/2008	5
43576	MILLER	DEIRDRE	22	CUSTODIAN - JR I AFTERNOON	09/02/2008	5
43597	MERKEL	JOSEPH	21	HOUSING/GENERAL PLANNER	09/22/2008	5
43608	O'SHAUGHNESSY	JAMES	51	POLICE PATROLMAN	10/20/2008	5
43609	SHOWSTEAD	CHRISTOPHER	51	POLICE PATROLMAN	10/20/2008	5
43614	PORTER	EDWARD	22	MAINTENANCE III	10/29/2008	5
43626	KYRIAKIS	DEMETRIOS	54	(S) SUPERVISOR REFERENCE SVS	12/10/2008	5
43645	COLBY	AUBREY	51	CIVILIAN DISPATCHER	01/05/2009	4
42462	FOWLER	CHRIS	22	CUSTODIAN - JR I NIGHT	02/23/2009	4
43682	UMBRELL	PATRICIA	56A	FARM OFFICE ADMINISTRATOR	03/23/2009	4
43683	ARSENAULT	DIANNE	50	EXECUTIVE ASSISTANT FIRE	03/25/2009	4
41648	CRISAFULLI	SAMUEL	46	SKILLED LABORER	07/01/2009	4
43756	STETSON	LINDA	54	DIRECTOR MORSE INSTITUTE	07/20/2009	4
43848	BLATZ	DEBRA	19	ADMINISTRATIVE ASSISTANT	11/30/2009	4
43880	TRANFAGLIA	RICHARD	13	DIRECTOR PERSONNEL	02/08/2010	3
43881	CAISSIE	MICHAEL	44	SANITATION DRIVER	02/10/2010	3
43888	ANDERSON	JANE	53	ENVIR HEALTH AGENT	03/03/2010	3
43901	CAREW	PAUL	29	VETERANS SERVICES OFFICER	03/29/2010	3
43911	MURPHY	BENJAMIN	43	MECHANIC WELDER	05/19/2010	3
43706	BURKE	KENNETH	46	STATION OPER LAB TECH	06/07/2010	3
43960	MURRAY	MIGNONNE	30	ASSIST DIRECTOR COUNCIL AGING	08/23/2010	3
44029	MIX	CHRISTOPHER	50	FIREFIGHTER/PARAMEDIC	10/13/2010	3
43189	DANGELO	KEVIN	50	FIREFIGHTER/PARAMEDIC	10/22/2010	3
44063	MILLER	AARON	46	STATION OPER LAB TECH	11/03/2010	3
44127	HICKS	JAMES	51	POLICE CHIEF	03/28/2011	2
44131	LIENHARD	THOMAS	46	STATION OPERATOR W/LICENSE	03/30/2011	2
44138	WILHELM	MITCHELL	43	MECHANIC WELDER	04/27/2011	2
43878	CIOCCA	DANIEL	51	CIVILIAN DISPATCHER	06/15/2011	2

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44177	MUI	NELSON	41	DPW DATA ANALYST	07/05/2011	2
42109	HENDRY	JAMIE	45	PUMPING STATION OPERATOR	07/14/2011	2
44200	RUDY	RYAN	43	MECHANIC WELDER	07/26/2011	2
44223	DANGELO	KEITH	44	SKILLED LABORER	08/17/2011	2
44222	HOLMGREN	PAUL	44	SKILLED LABORER	08/17/2011	2
44307	MELLOR	JUSTIN	50	FIREFIGHTER/PARAMEDIC	10/19/2011	2
44311	DIMODICA	CHRISTOPHER	51	POLICE PATROLMAN	11/02/2011	2
44310	MABARDY	MICHAEL	51	POLICE PATROLMAN	11/09/2011	2
44319	BRISBIN	JOHN	55	DIRECTOR BACON FREE	12/02/2011	2
44365	SKIPPER	JULIE	14	PAYROLL MANAGER	01/09/2012	1
44375	ROCHE	PETER	14	PROCUREMENT OFFICER	02/01/2012	1
44377	DONOVAN	JOSHUA	50	FIREFIGHTER/PARAMEDIC	02/08/2012	1
44378	LATAWIEC	WOJCIECH	50	FIREFIGHTER/PARAMEDIC	02/08/2012	1
44400	LAMME	DANIEL	50	FIREFIGHTER/PARAMEDIC	03/07/2012	1
44401	GOODWIN	CHARLES	51	CIVILIAN DISPATCHER	03/12/2012	1
44402	GUNTER	TROY	51	CIVILIAN DISPATCHER	03/19/2012	1
44409	SHAUGHNESSY	MARGARET	14	STAFF ACCOUNTANT	03/19/2012	1
44427	FRIEDMAN	AARON	56A	DIRECTOR REC PROGRAM / SP EVEN	04/09/2012	1
44424	LIBBY	ERIC	21	LOCAL BUILDING INSPECTOR	04/09/2012	1
44442	GOODHIND	ARTHUR	49	DIVISION SUPERVISOR	05/16/2012	1
44462	COMERFORD	PAUL	22	FACILITY SERVICES DIRECT-BW	06/04/2012	1
44479	COXALL	KEVIN	22	MAINTENANCE MANAGER	06/18/2012	1
42317	COTTER	JEAN	53	DEPARTMENT ASSISTANT	07/01/2012	1
44510	LUZ	STEPHANIE	22	SPECIAL ASST MAINT DIRECTOR	08/13/2012	1
44557	WHITE	GREGORY	22	CUSTODIAN - JR I AFTERNOON	08/27/2012	1
8710	MOORES	DAVID	22	MAINTENANCE II	08/28/2012	1
44081	DINNOCENZO	DANIEL	45	HEAVY EQUIPMENT OPERATOR	09/05/2012	1
42375	KILLEEN	RYAN	51	POLICE PATROLMAN	09/24/2012	1
43216	MELNIK	SERGEY	51	POLICE PATROLMAN	09/24/2012	1
44616	SCHNEIDER	REBECCA	54	(H) REFERENCE LIBRARIAN	10/10/2012	1
44641	DAUKSZ	MATTHEW	43	MECHANIC WELDER	11/14/2012	1
44655	SALVUCCI	MICHAEL	50	FIREFIGHTER/PARAMEDIC	11/28/2012	1
44654	STEVENSON	ROBERT	50	FIREFIGHTER/PARAMEDIC	11/28/2012	1
44678	GOLDMAN	ALLISON	16	ADMINISTRATIVE ASSISTANT	12/17/2012	1
44680	HARTLEY	JEFFREY	45	SKILLED LABORER	01/02/2013	
42407	MELCHIORRI	MICHAEL	44	SKILLED LABORER	01/02/2013	
44677	JANKOWSKI	THADDEUS	16	COLLECTOR TREASURER	01/08/2013	
44699	BOUVIER	DOUGLAS	50	FIREFIGHTER/PARAMEDIC	01/23/2013	
44700	ARMANDO	KRISTOFFER	60	SUPERINTENDANT GOLF COURSE	02/04/2013	
44709	MCDOWELL	KURT	60	ASSIST MANAGER GOLF COURSE	02/25/2013	
44713	MUCCIARONE	DAVID	60	GOLF COURSE FOREMAN	02/25/2013	
44720	DEBEAUCOURT	PATRICK	44	SKILLED LABORER	03/06/2013	
44708	TAYLOR	SEAN	51	POLICE PATROLMAN	03/11/2013	
44731	LAMBERT	JEMMA	30	DIRECTOR OF COMMUNITY SERVICE	04/16/2013	
44740	RICHARD	MAURICE	22	MAINT MECHANIC IV	04/29/2013	
44258	TAYLOR	NINA	54	(S) REFERENCE LIBRARIAN	07/01/2013	
44792	CORBETT	ASHLEY	50	FIREFIGHTER/PARAMEDIC	07/10/2013	
44793	DODGE	KENNETH	50	FIREFIGHTER/PARAMEDIC	07/10/2013	
44795	GENTILE	ALAN	50	FIREFIGHTER/PARAMEDIC	07/10/2013	
44794	REASONOVER	RANDY	50	FIREFIGHTER/PARAMEDIC	07/10/2013	
44804	WARREN	PATRICK	50	FIREFIGHTER/PARAMEDIC	07/10/2013	

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44054	CROSBY	JOSEPH	44	SKILLED LABORER	07/31/2013	
44872	THOMPSON	MARK	44	SKILLED LABORER	07/31/2013	
43971	TOTI	PHILLIP	22	CUSTODIAN - JR I AFTERNOON	08/28/2013	
42399	GUSMINI	DAVID	21	BUILDING COMMISSIONER	09/10/2013	
44954	HUGHES	AMANDA	30	DEPARTMENT ASSISTANT	10/07/2013	
44968	LENTINI	KATHLEEN	31	COMMUNICATIONS/ INFO OFFICER	10/21/2013	
44989	TOWNSEND	CASEY	56A	ASSIST DIRECTOR FARM	10/28/2013	
45010	GALLERANI	MICHAEL	21	ECONOMIC DEVELOPMENT PLANNER	11/18/2013	
45009	COX	MAEGAN	21	ADMINISTRATIVE ASSISTANT	12/02/2013	
45033	NOONAN	KENNETH	22	MAINTENANCE III	01/02/2014	
45038	TOWNE	JEFFREY	13	DEPUTY TA / FIN DIRECTOR	01/06/2014	
41468	BOUDREAU	KYLE	51	STUDENT OFFICER	01/13/2014	
45050	FAGAN	ELIZABETH	30	SPECIAL ASSIST TO DIR COM SERV	01/15/2014	
45048	PHILLIPSON	CATHERINE	16	ADMINISTRATIVE ASSISTANT	01/15/2014	
45049	CORLESS	JAMES	45	SKILLED LABORER	01/22/2014	
45054	CAHILL	VIRGINIA	14	COMPTROLLER	02/03/2014	

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PART -TIME						
458	DONOVAN	RICHARD	51	DISPATCHER PART TIME	07/01/1976	37
660	MULVEY	JOSEPH	24	SEALER OF WEIGHTS & MEASURES	08/30/1978	35
1882	LESSARD	GEORGE	2112	INSPECTOR OF PLUMBING	11/01/1982	31
9025	BLINN	GLADYS	5110	SCHOOL TRAFFIC SUPERVISOR	07/16/1984	29
8425	WHITE	JAMES	56A	SUPERVISOR MAJOR PROGAMS	05/06/1985	28
2473	DEMPSEY	ROBERT	2112	INSPECTOR OF PLUMBING	04/17/1986	27
2623	WILES	ANN	13	DEPARTMENTAL SUPPORT PERS	01/12/1987	26
2911	RICHARD	JANET	54	(H) LIBRARY ASSISTANT	09/08/1988	25
3239	MOLINA	NANCY	56A	SPECIALIST	03/23/1991	22
2993	COFFEY	CHRIS	56A	ASSISTANT DIRECTOR	08/28/1992	21
3540	HOLMES	CARY	54	(H) REFERENCE LIBRARIAN	08/23/1993	20
3850	CHAVIOUS	SCOTT	2112	INSPECTOR OF WIRING	06/29/1995	18
3926	LAMONT	GREGG	2112	INSPECTOR OF WIRING	06/05/1996	17
3962	SEVERANCE	JONATHAN	56	ASSISTANT DIRECTOR	07/01/1996	17
8308	COTTER	KEVIN	56	DIRECTOR MEDIUM SIZED PROGRA	09/25/1996	17
40072	CHRISTIE	LAURIE	54	(H) LIBRARY ASSISTANT	04/02/1997	16
40076	KRIGER	JEANNE	54	(H) LIBRARY ASSOCIATE	04/02/1997	16
3577	BAILEY	ELIZABETH	54	(H) REFERENCE LIBRARIAN	04/23/1997	16
9040	CASEY	MARY	5110	SCHOOL TRAFFIC SUPERVISOR	09/15/1997	16
41130	PERKINS	KAREN	54	(H) LIBRARY ASSISTANT	05/06/1998	15
41188	TOMASSIAN	HEATHER	56	BEACH MANAGER	07/21/1998	15
41381	MCGILLIS	JENNIFER	54	(H) LIBRARY ASSISTANT	09/29/1999	14
41387	TURNER	KATHLEEN	54	(H) LIBRARY ASSOCIATE	10/04/1999	14
41393	HINCKLEY	CAROL	54	(H) LIBRARY ASSOCIATE	11/01/1999	14
41503	COFFEY	ALTORIA	56A	SPECIALIST	08/04/2000	13
3156	SILVETTI	JESSICA	54	(H) LIBRARY ASSOCIATE	02/15/2001	12
41622	WALDEN	CAROLL	56	SPECIALIST	05/01/2001	12
8464	QUINN	NORINE	54	(H) LIBRARY ASSOCIATE	06/24/2001	12
41666	PHILLIPS	FAY	54	(H) LIBRARY ASSOCIATE	08/03/2001	12
40075	KORNBLUM	SUSAN	54	(H) LIBRARY CLERK	08/31/2002	11
8525	RAITHEL	JANE	56	SUPERVISOR MAJOR PROGAMS	09/25/2002	11
41108	WRIGHT	CINDY	56A	SUPERVISOR MAJOR PROGAMS	09/25/2002	11
42107	FLYNN	TIMOTHY	30	BUILDING MONITOR PART TIME	05/02/2003	10
42103	FLEMING	BRIAN	30	BUILDING MONITOR PART TIME	05/21/2003	10
41168	COLELLA	ANDREW	56	ASSISTANT DIRECTOR	06/17/2003	10
41322	RADOCK	EDWARD	51	CLERK PART-TIME H3	06/18/2003	10
42252	BREWER	RANDY	56	ADULT CONTRACTOR	09/01/2003	10
42224	FINKELSTEIN	DEBORAH	56A	SPECIALIST	09/03/2003	10
4097	BIAGETTI	CELIA	54	LIBRARY PAGES	10/30/2003	10
42377	PAOLETTI	PAUL	60	CLUB HOUSE ATTENDANTS	04/14/2004	9
40074	DEUTSCH	MERYL	54	(H) REFERENCE LIBRARIAN	09/01/2004	9
42533	COFFEY	AMBER-RAE	56A	LEADER	09/20/2004	9
42296	BRIDGE	JEFFREY	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
41574	CARTY	STEPHEN	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
8422	FITZGERALD	TIMOTHY	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
41576	GALANTE	LOUIS	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
40263	GRIFFITH	JOHN	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
41573	HEDRICK	STEVEN	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9

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42297	HEUER	WILLIAM	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
41569	MARTIN	WILLIAM	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
41614	PUTNAM	PETER	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
8444	SLATTERY	RICHARD	56A	CERTIFIED SPORTS OFFICIAL	11/24/2004	9
8443	SPINAZOLA	RODNEY	56A	ADULT CONTRACTOR	11/24/2004	9
41334	TARTARINI	KIMBERLY	56	DIRECTOR MEDIUM SIZED PROGRAM	11/24/2004	9
42611	WHITE	JAMES	56A	PT LABORER RECREATION	12/01/2004	9
42608	MAGEE	JANE	54	(H) LIBRARY ASSISTANT	12/08/2004	9
42609	REICHMAN	KRISTIN	54	(H) LIBRARY ASSOCIATE	12/08/2004	9
42632	LEAVITT	DANIEL	51	DISPATCHER PART TIME	01/15/2005	8
3721	HALPERN	NANCY	49	GARDENING ASSISTANT	04/07/2005	8
9050	MAGEE	JANE	49	GARDENING ASSISTANT	04/07/2005	8
42357	FILLEDES	TASSOS	60	RANGER/STARTER GOLF COURSE	04/12/2005	8
42374	FRUNEAUX	MARCO	30	BUILDING MONITOR PART TIME	04/12/2005	8
42372	SHEINFELD	ROBERT	60	RANGER/STARTER GOLF COURSE	04/12/2005	8
9052	BRACKETT	DEBRA	51	MATRON	05/01/2005	8
41458	CECCHI	JENNIFER	56A	HEAD LIFEGUARD	05/31/2005	8
8341	MILLER	ERIN	56A	ASSISTANT DIRECTOR	06/01/2005	8
42717	OLSEN	SAMUEL	56A	HEAD LIFEGUARD	06/01/2005	8
8587	ROSS	LORI	56A	DIRECTOR MEDIUM SIZED PROGRAM	07/05/2005	8
5431	BORDEAUX	GAYLENE	54	M/LIB ARCHIVIST	07/13/2005	8
2176	SPENCER	MARGARET	17	DEPARTMENTAL SUPPORT PERS	09/13/2005	8
42856	BERNFELD	LINDA	54	(H) REFERENCE LIBRARIAN	10/28/2005	8
9055	MARTINO	JUDITH	5110	SCHL TRAFFIC SPVSR 2 POSTS	11/21/2005	8
8606	PAOLETTI	PAUL	56A	ASSISTANT DIRECTOR	11/29/2005	8
8605	TOMASETTI	JAMES	56	SPECIALIST	11/29/2005	8
42896	FARLEY	DAMIAN	56	CERTIFIED SPORTS OFFICIAL	12/01/2005	8
8632	ROVNER	MATTHEW	56A	ADULT CONTRACTOR	12/01/2005	8
42898	COHEN	RICHARD	56A	CERTIFIED SPORTS OFFICIAL	12/10/2005	8
41882	COVIELLO	DAVID	44	LABORER PART-TIME H3	12/19/2005	8
42929	CHAREST	ANTHONY	5110	SCHOOL TRAFFIC SUPERVISOR	02/13/2006	7
42917	FLAHERTY	KATHLEEN	54	(H) LIBRARY ASSOCIATE	02/28/2006	7
42935	RAE	WILLIAM	60	CLUB HOUSE SUPERVISOR	04/01/2006	7
8608	FLEMING	BRIAN	60	CLUB HOUSE SUPERVISOR	05/23/2006	7
1629	KEEFE	KARLA	56	SUPERVISOR MAJOR PROGRAMS	06/08/2006	7
41865	COBURN	STEPHANIE	56A	SPECIALIST	06/20/2006	7
43016	SPENCER	RYAN	56A	LEADER	07/01/2006	7
43161	BARBO	LAUREN	56	ATTENDANT	12/01/2006	7
43159	BURKS	BILL	56A	CERTIFIED SPORTS OFFICIAL	12/18/2006	7
434	LINTON	JAMES	51	PARKING ENFORCEMENT P/TIME	02/05/2007	6
43198	BROWN	STEPHEN	56	LEADER	03/01/2007	6
43191	PUNCH	BONNIELOU	56	SPECIALIST	03/01/2007	6
43200	SLACK	SARAH	56	SPECIALIST	03/01/2007	6
43199	SMITH	MATTHEW	56	SPECIALIST	03/01/2007	6
43192	STILES	MELISSA	56	SPECIALIST	03/01/2007	6
43190	KING	URSULA	56	SPECIALIST	03/11/2007	6
43247	CONNELLY	RYAN	30	BUILDING MONITOR PART TIME	05/01/2007	6
8662	CULKIN	CONSTANCE	54	(H) LIBRARY ASSOCIATE	08/15/2007	6
43368	CIGNA	LISA	56A	ASSISTANT DIRECTOR	09/08/2007	6
43329	RAJABI	YASMIN	56A	LEADER	09/13/2007	6

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43348	BACON	TANEETA	56	SPECIALIST	09/19/2007	6
43347	MAGARIE	BARBARA	54	(H) LIBRARY ASSOCIATE	09/24/2007	6
43345	PANDIL	PATRICIA	54	(H) LIBRARY ASSOCIATE	09/24/2007	6
43364	MURPHY	EDWARD	5110	SCHL TRAFFIC SPVSR 2 POSTS	10/22/2007	6
43390	SHERMAN	ALLAN	2112	INSPECTOR OF PLUMBING	11/01/2007	6
43386	CARUSO	FRANCES	55	LIBRARY ASSISTANT BACON FREE	11/05/2007	6
43405	FOLEY	SHANNON	56	SR. COUNSELOR	12/03/2007	6
43396	SEFTON	MATTHEW	56	TIMER/SCORER	12/07/2007	6
43395	SEFTON	DONALD	56A	CERTIFIED SPORTS OFFICIAL	12/10/2007	6
43439	CARLSON	CHERYL	60	CLUB HOUSE ATTENDANTS	03/24/2008	5
43438	DAVIDSON	ERIC	60	CLUB HOUSE ATTENDANTS	03/31/2008	5
43474	ORDWAY	LAUREN	56	ATTENDANT	06/04/2008	5
43470	THURSTON	SAMUEL	56	ASSISTANT DIRECTOR	06/04/2008	5
456	FLEMING	LAWRENCE	51	SPECIAL POLICE OFFICERS	07/16/2008	5
450	LAMONT	THOMAS	51	SPECIAL POLICE OFFICERS	07/16/2008	5
453	MASON	PETER	51	SPECIAL POLICE OFFICERS	07/16/2008	5
43596	BARDELLINI	FRANCIS	60	RANGER/STARTER GOLF COURSE	09/03/2008	5
43595	KENNEDY	MEGHAN	56	LEADER	09/10/2008	5
43601	PLAYER	CHRISTINA	30	SOCIAL WORKER	09/24/2008	5
41522	ARNOLD	KRISTEN	54	(H) LIBRARY ASSISTANT	10/09/2008	5
43619	KEEFE	BRENNA	56A	SPECIALIST	10/17/2008	5
43636	WHITE	AMANDA	56A	SPECIALIST	12/01/2008	5
43646	LEVINE	JAMES	56	HEAD LIFEGUARD	12/12/2008	5
43641	PEDRO	EDWARD	56A	ASSISTANT LEADER	12/12/2008	5
43661	NORTHGRAVES	NANCY	20	ASSISTANT REGISTRAR	02/02/2009	4
43676	GOULD	MELISSA	56	LEADER	03/10/2009	4
43684	DANIELSON	AMY	56A	SPECIALIST	03/30/2009	4
43697	BOGLE	KERRY	60	CLUB HOUSE ATTENDANTS	04/06/2009	4
43692	MCNALLY	LORRAINE	30	VOLUNTEER CORDINATOR	04/06/2009	4
43704	SURFACE	PAUL	60	CLUB HOUSE ATTENDANTS	04/15/2009	4
43735	CHAVIOUS	WADE	2112	INSPECTOR OF WIRING	05/05/2009	4
43739	COHEN	ANGELA	56A	ATTENDANT	06/01/2009	4
42991	LIBBY	JEFFREY	56A	WATER SAFETY INSTRUCTOR	06/01/2009	4
43716	SWANSON	NICHOLAS	56	LIFE GUARD	06/01/2009	4
43731	WALLACE	JAMES	54	(H) LIBRARY ASSOCIATE	06/29/2009	4
43758	COTTER	ROBERT	56	LEADER	07/01/2009	4
43742	HANSBERRY	ANN	17	ADMINISTRATIVE ASSISTANT	07/02/2009	4
43806	STARK	JOY	54	LIBRARY PAGES	09/09/2009	4
41303	LUNDY	FREDERICK	44	RECYCLING ATTENDANT	10/31/2009	4
43316	WILLIAMS	LYNNE	56A	SPECIALIST	12/01/2009	4
43864	SWANSON	ERIK	56	ATTENDANT	12/02/2009	4
43856	SMITH	DONALD	56A	CERTIFIED SPORTS OFFICIAL	12/08/2009	4
42835	BRANDT	JASON	56A	ADULT CONTRACTOR	12/16/2009	4
43469	ROTBERG	SETH	56	LEADER	12/16/2009	4
43874	APESECHE	TYLER	56	SPECIALIST	01/25/2010	3
43873	DAWSON	NICHOLLAS	56	LEADER	01/25/2010	3
43905	WORTHINGTON	CARTER	60	CLUB HOUSE ATTENDANTS	04/20/2010	3
43906	WILLING	ALINA	56A	LEADER	04/30/2010	3
43176	CONDON	KIMBERLY	56A	SUPERVISOR MAJOR PROGAMS	05/12/2010	3
41798	MULCAHY	SARAH	56A	MANAGER	05/12/2010	3

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43914	MAICHEN	ANNA	56A	LIFE GUARD	05/25/2010	3
43920	FARIAN	JUSTIN	56	LIFE GUARD	06/07/2010	3
43919	SPURLING	ANDREW	44	LABORER PART-TIME H3	06/07/2010	3
43468	BUGDEN	LEAH	56	WATER SAFETY INSTRUCTOR	06/15/2010	3
43707	COUPER	SUSAN	56	CAMP NURSE	06/15/2010	3
43718	ECKLES	CARLY	56	WATER SAFETY INSTRUCTOR	06/15/2010	3
43719	FAHEY	MOLLY	56	ATTENDANT	06/15/2010	3
41455	JOYCE	KATHRYN	56	BEACH MANAGER	06/15/2010	3
43714	WILLETT	HUGH	56	HEAD LIFEGUARD	06/15/2010	3
8724	WATKINS	DAVID	22	MAINTENANCE TEMPORARY HELP	06/21/2010	3
3949	CHASE	ANNE	56	CAMP NURSE	06/23/2010	3
8498	CONSTANTINE	ASHLEY	56	ASSISTANT DIRECTOR	06/23/2010	3
42446	COSMOS	PHILLIP	56	SPECIALIST	06/23/2010	3
3834	COTTER	JUSTIN	56	ASSISTANT DIRECTOR	06/23/2010	3
43258	FARRELL	SARAH	56	LEADER	06/23/2010	3
42971	FEAK	DANIEL	56	SR. COUNSELOR	06/23/2010	3
43747	FEENEY	KEVIN	56	LEADER	06/23/2010	3
42973	GRIFFIN	STEPHANIE	56	SR. COUNSELOR	06/23/2010	3
43497	HAMEL	KYLE	56	LEADER	06/23/2010	3
43720	HAMNETT	DONALD	56	LEADER	06/23/2010	3
43265	HILL	JAMIE	56	SR. COUNSELOR	06/23/2010	3
41968	HOURIHAN	THOMAS	56	ASSISTANT DIRECTOR	06/23/2010	3
43492	HUBBARD	JAMES	56	SR. COUNSELOR	06/23/2010	3
43483	IBRAHIM	ADHAM	56	SR. COUNSELOR	06/23/2010	3
43249	LAVALLEY	JONATHAN	56	SR. COUNSELOR	06/23/2010	3
43132	MACOMBER	JACQUELINE	56	ASSISTANT DIRECTOR	06/23/2010	3
42425	MAGARIE	KENNETH	56	SPECIALIST	06/23/2010	3
43493	MASON	CHRISTOPHER	56	LEADER	06/23/2010	3
43501	MOSCHELLA	WILLIAM	56	ASSISTANT DIRECTOR	06/23/2010	3
2182	O'CONNELL	CHRIS	56	ASSISTANT DIRECTOR	06/23/2010	3
43728	OLIA	BIJAN	56	SR. COUNSELOR	06/23/2010	3
41902	PLAIN	ANNE-MARIE	56	ASSISTANT DIRECTOR	06/23/2010	3
42987	RAINONE	AMY	56	ASSISTANT DIRECTOR	06/23/2010	3
43496	REARDON	DANIEL	56	LEADER	06/23/2010	3
43751	REARDON	GREGORY	56	LEADER	06/23/2010	3
43257	ROBERTS	FRANCIS	56	SPECIALIST	06/23/2010	3
43725	SIMONELLI	MICHAEL	56	LEADER	06/23/2010	3
43495	TAMAREN-LEDDY	BARRETT	56	LEADER	06/23/2010	3
43488	TIERNEY	CHRISTOPHER	56	LIFE GUARD	06/23/2010	3
43271	VAN AMSTERDAM	KATRINA	56	LEADER	06/23/2010	3
4213	WALKER	BRAD	56	ASSISTANT DIRECTOR	06/23/2010	3
43254	WILBUR	BRIAN	56	SPECIALIST	06/23/2010	3
43925	LEGGETT	KATHERINE	56	SR. COUNSELOR	06/24/2010	3
43721	MUDARRI	JENNIFER	56	LEADER	07/01/2010	3
43555	RAITHEL	CLAYTON	56	ASSISTANT DIRECTOR	07/01/2010	3
8625	SHUTE	ADAM	56	DIRECTOR MEDIUM SIZED PROGRAM	07/01/2010	3
44186	HOSEK	SARAH	56	SR. COUNSELOR	07/20/2010	3
43932	TRUDEAU	ASHLEY	56	LEADER	07/21/2010	3
43989	AWKWARD	ROBERT	20	ASSISTANT REGISTRAR	09/02/2010	3
43990	SULLIVAN	MAUREEN	54	PROG.COORD.VETS ORAL HISTORY	09/09/2010	3
44009	FARRELL	MOLLY	56A	ASSISTANT LEADER	09/22/2010	3

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44077	SINGER	JEFFREY	56A	TIMER/SCORER	11/30/2010	3
44079	TARRANT	LINDSEY	56	ASSISTANT DIRECTOR	12/03/2010	3
44080	BRANDT	HENRY	56	TIMER/SCORER	12/08/2010	3
40005	O'REILLY	LINDA	56A	SPECIALIST	12/08/2010	3
44106	SHANNON	MAURA	5110	SCHOOL TRAFFIC SUPERVISOR	12/17/2010	3
8728	COTTON	KENNETH	56A	CERTIFIED SPORTS OFFICIAL	12/20/2010	3
8747	COLEMAN	NICHOLAS	56	SPECIALIST	01/06/2011	2
44108	SAURO	BARBARA	5110	SCHOOL TRAFFIC SUPERVISOR	01/24/2011	2
44259	SEGAL	DAVID	60	CLUB HOUSE ATTENDANTS	04/25/2011	2
44147	TOSI	KEITH	5312	ANIMAL INSPECTOR	05/01/2011	2
44154	GRADY	PATRICK	44	LABORER PART-TIME H3	05/16/2011	2
44148	LAWRENCE-ARCHEI	JAMES	54	LIBRARY PAGES	05/16/2011	2
44153	BOURET	KEVIN	2112	INSPECTOR OF WIRING	05/17/2011	2
44159	GLICK	ADAM	56A	SPECIALIST	06/01/2011	2
44158	FREEDMAN	DUNCAN	56	LIFE GUARD	06/06/2011	2
44166	LESSARD	GRACE	56	WATER SAFETY INSTRUCTOR	06/06/2011	2
44163	MACBLANE	KYLE	56	ATTENDANT	06/06/2011	2
44162	SELTZER	DIANE	56	WATER SAFETY INSTRUCTOR	06/06/2011	2
44160	WALKER	ELIZABETH	56	WATER SAFETY INSTRUCTOR	06/06/2011	2
44157	SCHNEIDER	MATTHEW	56A	WATER SAFETY INSTRUCTOR	06/07/2011	2
44164	CONNELLY	KRISTEN	56	LEADER	06/16/2011	2
44165	VROTSOS	DYLAN	56A	ASSISTANT LEADER	06/16/2011	2
43726	BARZIN	ALEXIS	56	LEADER	06/20/2011	2
43010	BATEMAN	PHILLIP	56	ASSISTANT DIRECTOR	06/20/2011	2
41887	BERTOLINO	AMY	56	ASSISTANT DIRECTOR	06/20/2011	2
41762	BERTOLINO	BECKY	56	SPECIALIST	06/20/2011	2
42421	BRYANT	HENRY	56	SPECIALIST	06/20/2011	2
43926	CALDERON	MICHAEL	56	SR. COUNSELOR	06/20/2011	2
2514	CLARK	JONATHAN	56	ASSISTANT DIRECTOR	06/20/2011	2
44161	GRIFFITHS	EMILY	56	LEADER	06/20/2011	2
8588	SINCLAIR	CHAD	56	MANAGER	06/20/2011	2
8557	WILLIAMS	PATRICIA	56A	DIRECTOR MEDIUM SIZED PROGRAM	06/20/2011	2
8421	CONAWAY	RHONDA	56	ASSISTANT DIRECTOR	06/23/2011	2
44170	CONAWAY	RICHARD	56	LEADER	06/23/2011	2
44169	KEARNS	KRYSTAL	56	LEADER	06/23/2011	2
44167	REILLY	KATHRYN	56	LIFE GUARD	06/23/2011	2
44183	DEMURO	JOHN	56	LEADER	06/27/2011	2
44181	EDWARDS	SARA	56	SR. COUNSELOR	06/27/2011	2
44182	KHOURY	ALEXANDER	56	LEADER	06/27/2011	2
44188	MAGEE	LORRAINE	56	LEADER	06/27/2011	2
44199	BERSIN	JACOB	56	ASSISTANT DIRECTOR	07/01/2011	2
44187	BOUDREAU	COURTNEY	56	LEADER	07/01/2011	2
44197	GARRITY	ELISE	56	LEADER	07/01/2011	2
44189	PINI	MEGHAN	56A	LEADER	07/01/2011	2
2455	DEROSA	WILLIAM	42	PART TIME CONSTRUCTION INSPECTOR	07/05/2011	2
44224	FEDERICO-GROME	TAYLOR	56	LEADER	07/05/2011	2
44198	KRASA	REBECCA	56	LEADER	07/05/2011	2
44202	EHLE	CAMERON	56	SR. COUNSELOR	07/13/2011	2
8596	HAMEL	MATTHEW	56	LEADER	07/27/2011	2
8748	BURKE	MICHAEL	56A	SPECIALIST	08/10/2011	2
44245	MCPARLAND	LINDA	5110	SCHOOL TRAFFIC SUPERVISOR	08/31/2011	2

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44260	COLON	KENNETH	30	BUILDING MONITOR PART TIME	09/06/2011	2
41730	SCHONTAG	DAWN	54	(H) REFERENCE LIBRARIAN	09/06/2011	2
44298	EDWARDS	KAREN	30	VOLUNTEER CORDINATOR	10/18/2011	2
44338	YIN	LISA	54	(H) LIBRARY ASSOCIATE	11/28/2011	2
3570	D'AGOSTINO	IRENE	56A	SPECIALIST	11/29/2011	2
44353	DESVEAUX	SANDRA	56A	SPECIALIST	11/29/2011	2
44352	GRIESMER	LEE	56A	LEADER	11/29/2011	2
44354	KELLEY	JOANNE	56A	SPECIALIST	11/29/2011	2
44339	BATES	PATRICIA	54	(H) LIBRARY ASSOCIATE	12/01/2011	2
44357	LOMBARDO	LINDSAY	56A	TIMER/SCORER	12/16/2011	2
44358	SAVOIA	NICHOLAS	56	ATTENDANT	12/17/2011	2
44176	HOROWITZ	RACHEL	41	SUMMER INTERN	12/20/2011	2
44363	GREGORIAN	SARAH	56A	SUPERVISOR MAJOR PROGAMS	12/27/2011	2
44416	MALCOLM	DEVAN	56A	TIMER/SCORER	02/01/2012	1
44403	MARCHAND	KATHLEEN	5110	RESERVE CROSSING GUARD	03/12/2012	1
44431	KWOK	BRANDON	60	CLUB HOUSE ATTENDANTS	03/28/2012	1
44426	STIRLING	CASEY	55	LIBRARY ASSISTANT BACON FREE	04/17/2012	1
44440	RAITHEL	COLTON	56A	LEADER	04/24/2012	1
44441	COHEN	LEAH	56A	SPECIALIST	04/30/2012	1
44185	MAHONEY	ROBERT	49	LABORER PART-TIME H3	05/07/2012	1
44459	QUILTY	KELSEY	41	SUMMER INTERN	05/30/2012	1
43915	O'CONNOR	ANDREW	56	LIFE GUARD	06/01/2012	1
44477	PEABODY	EMILY	56	ATTENDANT	06/01/2012	1
44484	LI	TONG	56	LIFE GUARD	06/04/2012	1
43922	AHERN	SEAN	46	LABORER PART-TIME H3	06/06/2012	1
44460	GRASSEY	ANDREW	44	LABORER PART-TIME H3	06/06/2012	1
44184	WARD	CODY	49	LABORER PART-TIME H3	06/06/2012	1
44478	GUSMINI	SHANNON	56	LIFE GUARD	06/11/2012	1
44471	GILKEY	BENJAMIN	49	LABORER PART-TIME H3	06/13/2012	1
43787	MAPEL	ETHAN	56A	ASSISTANT DIRECTOR	06/18/2012	1
41642	PERODEAU	KRISTINE	41	SUMMER INTERN	06/18/2012	1
44489	ROGERS	MATTHEW	56A	ASSISTANT DIRECTOR	06/18/2012	1
44486	FOLEY	ERICKA	56A	LEADER	06/20/2012	1
8440	ROLLINS	ANDREW	56A	MANAGER	06/20/2012	1
44493	GRADY	SARAH	56	CERTIFIED CAMP NURSE	06/25/2012	1
8755	HEGARTY	KYLE	22	MAINENANCE TEMPORARY HELP	06/26/2012	1
44499	COHEN	BRADLEY	60	RANGER/STARTER GOLF COURSE	06/28/2012	1
44476	SPENCER	JESSICA	56	LEADER	06/28/2012	1
44490	SMITH	AMANDA	56	PROGRAM INSTRUCTOR	06/30/2012	1
44494	CARNEY	MEGAN	56	SR. COUNSELOR	07/01/2012	1
44500	CHIZEK	CAROLINE	56	LEADER	07/01/2012	1
44495	CONAWAY	PATRICK	56	ASSISTANT LEADER	07/01/2012	1
44507	FAIR	ARTHUR	56	LEADER	07/01/2012	1
44491	FITZGERALD	KELLY	56A	LEADER	07/01/2012	1
42419	FITZGIBBONS	MATTHEW	56	SPECIALIST	07/01/2012	1
44481	PATTERSON	BENJAMIN	56	SR. COUNSELOR	07/01/2012	1
45501	RAJABI	ROXANNA	56	LEADER	07/01/2012	1
44496	TAMAREN-LEDDY	COLIN	56	LEADER	07/01/2012	1
44505	FAIR	KEVIN	56	SR. COUNSELOR	07/02/2012	1
44487	KWOK	ADAM	56	LEADER	07/02/2012	1
40068	TRABUCCO	CARRIE	56A	SPECIALIST	07/02/2012	1

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44504	TRABUCCO	KELSEY	56	LEADER	07/02/2012	1
44502	GRACE	SARAH	56	LEADER	07/16/2012	1
44498	JENKINS	GEORGE	56	SR. COUNSELOR	07/16/2012	1
42975	BERMAN	PETER	56	SPECIALIST	08/01/2012	1
42989	FULTON	CRAIG	56	ASSISTANT DIRECTOR	08/01/2012	1
43933	ORTIZ	BRITNI	56	SPECIALIST	08/01/2012	1
44577	GRANT	BARRINGTON	22	MAINTENANCE TEMPORARY HELP	09/04/2012	1
44595	LETIZIA	CHRISTOPHER	56A	ASSISTANT DIRECTOR	09/08/2012	1
44594	RODRIGUEZ	MICHELLE	56A	SUPERVISOR MAJOR PROGRAMS	09/11/2012	1
44614	MAYNARD	CHARLANNE	55	LIBRARY ASSISTANT BACON FREE	09/26/2012	1
44376	CIVIDINO	MARK	56A	SPECIALIST	10/02/2012	1
43949	DIXON	JUDITH	56A	SUPERVISOR MAJOR PROGRAMS	10/02/2012	1
44615	SULLIVAN	ROSEMARY	66	RETIRE BD CLERICAL STAFF	10/09/2012	1
44632	HANSEN	NICHOLAS	54	LIBRARY PAGES	10/11/2012	1
44629	MEGA	JENNIFER	56A	LEADER	10/11/2012	1
43374	ARTHUR	NICHOLAS	56A	SPECIALIST	10/26/2012	1
42013	EBELING	ALLAN	30	BUILDING MONITOR PART TIME	10/30/2012	1
44643	LEMIEUX	SUSAN	5110	SCHOOL TRAFFIC SUPERVISOR	11/14/2012	1
44642	WALSH	JOHN	55	LIBRARY ASSISTANT BACON FREE	11/14/2012	1
44658	O'REILLY	ERIN	56A	SPECIALIST	11/26/2012	1
44657	LANDRY	RICHARD	56A	CERTIFIED SPORTS OFFICIAL	12/01/2012	1
44671	MOLINA	YANIRA	22	MAINTENANCE TEMPORARY HELP	12/05/2012	1
44670	NUNEZ	LETICIA	22	MAINTENANCE TEMPORARY HELP	12/05/2012	1
44659	TROGOS	PETER	56A	CERTIFIED SPORTS OFFICIAL	12/05/2012	1
44669	FERRARO	MICHAEL	56A	CERTIFIED SPORTS OFFICIAL	12/08/2012	1
44686	FURDAN	BRIDGET	56A	TIMER/SCORER	12/08/2012	1
44672	LEVINE	SETH	56A	ADULT CONTRACTOR	12/08/2012	1
44667	SAVOIA	REBECCA	56A	TIMER/SCORER	12/08/2012	1
44668	WARD	CONOR	56A	TIMER/SCORER	12/08/2012	1
44676	WHITNEY	JOHN	56A	TIMER/SCORER	12/08/2012	1
44687	GORMAN	SHAUN	56A	TIMER/SCORER	01/08/2013	
44697	DIXON	STEPHANIE	56A	LEADER	01/16/2013	
44698	KYGER	LINDY	56A	TIMER/SCORER	01/22/2013	
44710	TEHAN	CATHERINE	56A	TIMER/SCORER	02/01/2013	
764	COLLINS	VINCENT	60	GOLF COURSE MECHANIC	02/25/2013	
44712	JACKSON	CAROL	56A	DIRECTOR MEDIUM SIZED PROGRAM	02/25/2013	
44711	WOODWARD	JONATHAN	56A	DIRECTOR MEDIUM SIZED PROGRAM	02/25/2013	
1993	WHITE	ROBERT	51	SPECIAL POLICE OFFICERS	03/06/2013	
44719	KIRBY	SHARON	30	PROGRAM ASSISTANT	03/11/2013	
44741	KENNEDY	JEFFREY	30	BUILDING MONITOR PART TIME	05/07/2013	
44756	DONNELLY	ROBERT	60	RANGER/STARTER GOLF COURSE	05/22/2013	
44748	NICOLI	JAMES	44	LABORER PART-TIME H3	05/22/2013	
44757	SCHROEDER	SAMUEL	60	CART ATTENDANT	05/22/2013	
44747	STICKA	JARED	44	LABORER PART-TIME H3	05/22/2013	
44785	MUCCIARONE	PRESTON	56A	PT LABORER RECREATION	05/31/2013	
44808	ALLEN	RAYMOND	56	PT LABORER RECREATION	06/01/2013	
41081	ARENA	JEAN	56	ASSISTANT DIRECTOR	06/01/2013	
44724	DIXON	NOAH	56A	ATTENDANT	06/01/2013	
44768	FOLEY	DILLON	56	ATTENDANT	06/01/2013	
43916	HANSEN	MIA	56	HEAD LIFE GUARD	06/01/2013	
44008	JENNETT	ALLISON	56A	ASSISTANT DIRECTOR	06/01/2013	

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44630	NASER	MATTHEW	56A	LIFE GUARD	06/01/2013	
44755	WHYTE	DUSTIN	56	LIFE GUARD	06/03/2013	
44772	LAFLEUR	SANDRA	20	ASSISTANT REGISTRAR	06/04/2013	
44766	PATTERSON	NICOLAS	56	LIFE GUARD	06/04/2013	
42911	COFFEY	CHRISTOPHER	56A	SPECIALIST	06/05/2013	
44485	CLOVER	EMILY	56	LEADER	06/19/2013	
44774	HUNTER	CHANTEL	56	HEAD LIFEGUARD	06/20/2013	
44773	PICCARDI-HASWELL	CHRISTIAN	56	ATTENDANT	06/20/2013	
44776	THALHEIMER	RACHAEL	56	LIFE GUARD	06/20/2013	
44488	CAVAGNUOLO	JARED	56	PROGRAM INSTRUCTOR	06/25/2013	
44775	GRIFFITHS	BEN	56A	ASSISTANT LEADER	06/26/2013	
44778	KNOTT	STEVEN	56	ASSISTANT LEADER	06/28/2013	
44800	AHERN	ALEJANDRO	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44797	ASTON	ELIZABETH	56	SR. COUNSELOR	07/01/2013	
44810	BONILLA	KATHERIN	56	SPECIALIST	07/01/2013	
44465	CHRISTIE	KEVIN	22	MAINENANCE TEMPORARY HELP	07/01/2013	
42976	COHEN	JEFFREY	22	MAINENANCE TEMPORARY HELP	07/01/2013	
43929	CRESPI	JORDAN	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44780	DANNIN	SARAH	56	LEADER	07/01/2013	
44798	DIAZ	BENJAMIN	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44812	FOLEY	PATRICK	56	LEADER	07/01/2013	
44156	HALLORAN	DANIEL	22	CUSTODIAN - JR I AFTERNOON	07/01/2013	
44806	HERNANDEZ	CHRISTIAN	22	MAINENANCE TEMPORARY HELP	07/01/2013	
8754	HEYDE	MICHAEL	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44801	KORPI	ERIKA	22	MAINENANCE TEMPORARY HELP	07/01/2013	
42998	LARKIN	JOHN	56	SPECIALIST	07/01/2013	
44802	LEBLANC	CHRISTOPHER	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44807	MILLER	LORA	56	SPECIALIST	07/01/2013	
44468	MORRISON	SCOTT	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44783	MURPHY	JACK	56	ASSISTANT LEADER	07/01/2013	
44799	NEE	CONOR	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44796	POMFRET	ALEX	56	LEADER	07/01/2013	
44811	REARDON	BRAD	56	LEADER	07/01/2013	
43486	RODIS	KEVIN	56	SPECIALIST	07/01/2013	
44809	SHAGORY	ARIEL	56	CERTIFIED CAMP NURSE	07/01/2013	
44784	SHARKEY	LESLIE	56	SR. COUNSELOR	07/01/2013	
44781	SHEETS-POLING	DANIEL	56	SPECIALIST	07/01/2013	
44782	TISHER	CLAUDIA	56	LEADER	07/01/2013	
42439	TURNER	AMANDA	56	SPECIALIST	07/01/2013	
44805	VELASTEGUI	TIMOTHY	22	MAINENANCE TEMPORARY HELP	07/01/2013	
44173	WATKINS	ANDREW	22	MAINENANCE TEMPORARY HELP	07/01/2013	
42982	WRIGHT	DREW	22	MAINENANCE TEMPORARY HELP	07/01/2013	
848	CUGINI	RICHARD	60	GOLF COURSE LABORER	07/03/2013	
44779	SHAW-HERLIHY	LAURIE	56A	CLERK PART-TIME H3	07/08/2013	
44068	BEEKMAN	BARBARA	54	LIBRARY PAGES	07/24/2013	
44873	CAVICCHI	DAVID	51	PARKING ENFORCEMENT P/TIME	07/24/2013	
44870	DLOTT	ADDISON	54	LIBRARY PAGES	07/24/2013	
44871	EDWARDS	DYLAN	54	LIBRARY PAGES	07/24/2013	
44875	FLEMING	KATHLEEN	56A	PROGRAM INSTRUCTOR	08/07/2013	
44881	KELEMANIK	MARY GRACE	56A	SUPERVISOR MAJOR PROGAMS	08/15/2013	
44910	ALLEY	EDWARD	51	PARKING ENFORCEMENT P/TIME	09/01/2013	

EMPLOYEE ANNIVERSARY YEARS - AS OF 01/01/2014

Emp #	Last Name	First Name	Loc	Job Class Description	Hire Date	Yrs of Srv
44939	FULLER	DEMETRIUS	56A	SUPERVISOR MAJOR PROGAMS	09/01/2013	
44940	GREENWALD O'BRIEN	JESSICA	56A	SUPERVISOR MAJOR PROGAMS	09/01/2013	
42716	CARTER	MELISSA	56A	REC SPECIAL NEEDS COORDINATOR	09/04/2013	
44980	HARNEY	CONOR	54	LIBRARY PAGES	09/11/2013	
44941	BAPTISTE	BENJAMIN	56A	TIMER/SCORER	09/13/2013	
44944	CANNEY	CAROLINE	56A	LEADER	09/13/2013	
44938	LYDON	ANDREW	56A	LEADER	09/13/2013	
44942	MASTRIANNI	ZACHARY	56A	TIMER/SCORER	09/13/2013	
44943	FOLEY	KATY	56A	PLAYGROUPO STAFF - MANAGER	09/16/2013	
780	JENNINGS	LEONARD	51	SPECIAL POLICE OFFICERS	09/17/2013	
45014	ALLEN	SANDRA	56A	LEADER	10/21/2013	
44973	TAHMILI	ANGELIA	5110	RESERVE CROSSING GUARD	10/30/2013	
45015	ALLEN	ROSS	56A	ASSISTANT LEADER	11/01/2013	
45012	CUTLER	PATRICIA	54	(H) LIBRARY ASSOCIATE	12/04/2013	
45030	BOYNTON	ANDREW	56A	TIMER/SCORER	12/14/2013	
45035	CARTY	DEREK	56A	CERTIFIED SPORTS OFFICIAL	12/14/2013	
45025	GAZIANO	JUSTINE	56A	TIMER/SCORER	12/14/2013	
45029	GILES	BRUNO	56A	CERTIFIED SPORTS OFFICIAL	12/14/2013	
45031	GRUNDBERG	KALLAN	56A	TIMER/SCORER	12/14/2013	
45034	JUPPE	JUSTIN	56A	TIMER/SCORER	12/14/2013	
45026	KENNEDY	VICTORIA	56A	TIMER/SCORER	12/14/2013	
45028	RANIERI	MATTHEW	56A	TIMER/SCORER	12/14/2013	
45027	RANIERI	NICHOLAS	56A	TIMER/SCORER	12/14/2013	
45024	LANE	ADAM	42	INTERN COOP WORKER	12/15/2013	
44765	ADELMANN	DERMOT	56A	TIMER/SCORER	12/18/2013	
43854	GOOSE	DANIEL	56A	TIMER/SCORER	12/30/2013	
45011	STEVENS	JULIA	56A	LEADER	01/01/2014	
470	PAGLIARULO	STEVEN	51	SPECIAL POLICE OFFICERS	01/03/2014	
45046	ROSE	JOYCE	51	DEPARTMENT ASSISTANT	01/13/2014	
43640	MEYER	DEBORAH	14	CLERK PART-TIME H3	01/15/2014	
45037	VERDELLI	GEMMA	56A	LEADER	01/20/2014	

ELECTED OFFICIAL

42949	PACKER	DIANE	19	TOWN CLERK	04/06/2010	3
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Town of Natick 2014

- Legend
- Mass Pike (I-90)
 - Route
 - Major Road
 - Local
 - Access/Ramp
 - Scenic Road



Street index on Reverse



<u>ABBOTT RD</u>	15	BUNKER LN	58	DAVID DR	36	FOLEY DR	26	HOMeward LN	47	LINDEN ST	19	NAPLES RD	21	POINT ST	49	SOUTH MAIN ST	51	VILLAGE WAY	47
ADAMS ST	44	BURNING TREE RD	40	DAVIS BROOK DR	62	FORD CT	51	HOMeward RD	39	LINWOOD RD	39	NASHOBAB CIR	26	POND RIDGE RD	61	SOUTH ST	68	VIRGINIA RD	32
ALDEN ST	4	BURNING TREE TER	40	DEAN RD	24	FOREST AVE	43	HOPEWELL FARM RD	71	LODGE LN	33	NEIL CIR	26	POND ST	43	SPEEN ST	10	VISION DR	19
ALGER ST	54	BYRON RD	21	DEEPWOODS DR	68	FOREST AVE EXT	51	HOVEY AVE	4	LODGE RD	41	NELSON CT	51	PONDVIEW CIR	4	SPOONER AVE	49	<u>WABAN ST</u>	43
ALGONQUIAN DR	45	<u>CABOT ST</u>	4	DEER PATH	61	FOREST ST	43	HOWE ST	31	LOIS ST	27	NELSON ST	51	PORTER RD	23	SPRING ST	43	WALCOTT ST	51
ALLEN CT	43	CAMPUS DR	50	DEERFIELD LN	27	FOREST ST	43	HUDSON ST	49	LOKER ST	26	NERN ST	36	POSSUM HOLLOW LN	25	SPRING VALLEY RD	13	WALDEN DR	48
ALLEN ST	44	CAPE ST	64	DEVIN DR	8	FOSKETT CT	35	HUNTERS HILL CT	43	LONGFELLOW RD	14	NEW HAMPSHIRE AVE	21	POST OAK LN	48	SPRUCE LN	48	WALKUP CT	45
ALLISON WY	66	CARLISLE TER	28	DEWEY ST	44	FOXHILL DR	44	HUNTERS LN	60	LONGVIEW ST	31	NEW RD	18	PRESBLE ST	51	SQUIRE CT	48	WALNUT AVE	19
AMBLER CT	51	CARLSON CIR	58	DIAMOND ST	43	FRANCES AVE	33	HUNTINGTON ST	14	LOOKOUT AVE	49	NEWFIELD DR	40	PRESBRY PL	60	ST MARYS DR	54	WALNUT HILL DR	36
ANDREW CIR	4	CARSHA DR	66	DIGREN RD	28	FRANCONIA AVE	27	HURON DR	8	LOOKOUT FARM RD	70	NEWMAN CIR	9	PRESCOTT AVE	48	ST THOMAS AVE	64	WALNUT PARK RD	20
APPLE RIDGE DR	78	CARTER DR	37	DONCASTER DR	33	FRANKLIN ST	36	<u>ICE HOUSE LN</u>	59	LOTUS PATH	12	NITIMZ CIR	29	PRINCETON RD	21	STACEY ST	40	WALNUT ST	20
APPLETON RD	13	CARVER HILL ST	63	DONOVAN LN	36	FRONT ST	54	INDIAN RIDGE RD	78	LOWELL RD	18	NOBBY LN	43	PROCTOR ST	49	STAGG DR	25	WARING RD	12
APPLETREE LN	12	CASWELL ST	55	DORSET LN	37	FROST ST	3	INDIAN RIDGE WAY	78	LUPINE ST	13	NOKOMIS WAY	53	PROSPECT ST	40	STANLEY ST	19	WARREN RD	64
AQUEDUCT RD	68	CECIL RD	24	DOTTIES CT	7	<u>GANNETT RD</u>	21	INDIAN ROCK RD	2	LYMAN ST	19	NOLIN ST	39	PRYOR RD	7	STEPPING STONE LN	69	WASHBURN CT	51
ARBOR CIR	37	CEDAR AVE	51	DOUGLAS AVE	70	GARDEN RD	39	INDIAN SPRINGS RD	78	LYNN ST	25	NONESUCH DR	4	PUMPKIN PINE RD	39	STETSON RD	24	WASHINGTON AVE	43
ARCADIA RD	26	CEDAR ST	54	DOVER RD	64	GARFIELD ST	44	INGLESIDE RD	15	<u>MACARTHUR RD</u>	21	NORTH AVE	36	PURINGTON AVE	25	STEVEN CIR	37	WASHINGTON ST	36
ARCHER DR	25	CEDAR TER	60	DRAPER ST	49	GIBBS ST	20	IRVING RD	13	MADISON ST	52	NORTH MAIN ST	6	<u>QUINCE ST</u>	51	STILLMAN CIR	56	WATER ST	55
ARLINGTON CIR	20	CEMETERY ST	42	DRURY LN	13	GIBSON RD	31	IVY LN	31	MADONNA ST	31	NORTH MAIN ST	6	<u>RABBIT RUN RD</u>	25	STILLMAN ST	56	WATERVIEW LN	63
ARLINGTON RD	14	CENTRE ST	20	DURANT RD	50	GILBERT ST	35	<u>JACKSON CT</u>	26	MAGNOLIA RD	12	NORTH PLEASANT ST	26	RANDALL CT	43	STILLWATER CIR	37	WATSON ST	41
ARROW PATH	53	CHALCOM CIR	68	DWIGHT AVE	13	GILMORE AVE	55	JACQUELINE CIR	19	MAIN ST	44	NORTHWOOD LN	2	RANGER RD	32	STONE TER	31	WAYSIDE RD	66
ARTHUR ST	27	CHARLES ST	27	DWIGHT AVE EXT	13	GLEN ST	63	JAMESON ST	60	MAINE AVE	21	NOTTINGHAM DR	25	RATHBUN RD	4	STONEBRIDGE CIR	40	WEBSTER ST	52
ASH ST	12	CHERYL RD	25	<u>EAST CENTRAL ST</u>	30	GLENWOOD ST	69	JEFFERSON ST	52	MAINSTONE RD	2	<u>OAK HILL RD</u>	4	RAY ST	4	STONES END RD	60	WEDGEWOOD RD	13
ATHERTON ST	51	CHESTER ST	44	EAST EVERGREEN RD	12	GORDON RD	12	JENNIFER CIR	49	MALDEN ST	44	OAK KNOLL RD	6	REDMEN DR	59	STRATFORD RD	6	WELLESLEY AVE	40
AUBURN ST	54	CHESTNUT ST	27	EAST ST	44	GRACE CIR	51	JENNINGS POND RD	21	MANCHESTER PL	45	OAK ST	8	RETROP RD	37	STRATHMORE RD	24	WELLESLEY RD	15
AUSTIN WAY	28	CHIEFTAIN LN	53	EASTLEIGH LN	59	GRANBY RD	33	JENNISON CIR	4	MANOR AVE	20	OAKLAND ST	51	REYNOLDS AVE	43	STRAWBERRY HILL RD	37	WELLESLEY RD EXT	15
AUTUMN LN	48	CHRISUN WAY	6	EDEN ST	40	GRANDVIEW ST	52	JOSHUA PATH	60	MANSFIELD ST	44	OAKLAND ST EXT	51	RHODE ISLAND AVE	21	SUMMER ST	43	WELLS ST	21
AVON LN	25	CHRYSLER RD	16	EDGEWOOD AVE	52	GRANT ST	44	JUDITH RD	26	MAPLE AVE	50	OAKLAND TER	50	RICE ST	36	SUMMIT RD	36	WENTWORTH RD	19
AVON ST	44	CHURCH ST	44	EDSON RD	69	GREAT ROCK CIR	48	JUNIPER LN	52	MAPLE ST	43	OAKRIDGE AVE	29	RICHARD RD	13	SUNDANCE WAY	52	WEST CENTRAL ST	39
AZALEA CIR	52	CIRCULAR AVE	51	EDWARDS RD	41	GREEN ST	49	JUSTIN RD	68	MARIE PATH	57	OLIVER ST	51	RICHMOND RD	21	SUNNYSIDE RD	18	WEST ST	50
<u>BACON ST</u>	26	CLARENDON ST	44	EISENHOWER AVE	29	GREENLEAF ST	31	<u>KANSAS ST</u>	24	MARION ST	36	OLIVIER ST	31	RIDGE AVE	25	SUNSET PATH	12	WESTERN AVE	43
BADGER AVE	63	CLARKS CT	43	ELIOT HILL RD	68	GREENWOOD RD	24	KAPRELIAN CT	18	MARJORIE LN	49	ORCHARD RD	21	RIVER ST	55	SUNSHINE AVE	15	WESTFIELD RD	40
BAILEY HILL RD	63	CLAYBROOK RD	70	ELIOT ST	54	GRISTMILL LN	73	KAREN LN	57	MARK ST	7	OTIS ST	15	RIVERBEND DR	68	SUPERIOR DR	17	WESTLAKE RD	12
BARCHSTEAD PL	50	CLEARVIEW DR	52	ELM ST	43	GROVE RD	21	KATIE PATH	57	MARSHALL AVE	48	OVERBROOK TER	21	ROBINHOOD RD	25	SURREY LN	32	WESTVIEW AVE	44
BARNESDALE RD	24	CLIFTON RD	25	ELMWOOD AVE	51	GROVE RD	35	KEANE RD	21	MARSHALL RD	29	OVERHILL RD	27	ROCKLAND ST	60	SYLVESTER RD	58	WESTVIEW RD	47
BASS RD	21	CLOVER LN	62	ELWIN RD	31	GROVE TER	21	KEANE TER	21	MARSTON LN	69	OVERLOOK RD	29	ROCKLAND TER	66	SYLVIA AVE	48	WESTVIEW TER	44
BASS TER	21	CLOVER TER	62	EMERSON ST	13	GUYS WAY	37	KELLEY WAY	27	MASS. AVE	21	OXBOW RD	39	ROCKRIDGE RD	68	<u>TAMARACK RD</u>	39	WESTWOOD RD	15
BAY STATE RD	28	CLUBHOUSE LN	2	ENGLAND RD	58	<u>HAISEY WAY</u>	29	KELSEY RD	33	MASS. TPK	12	OXFORD ST	15	ROCKWOOD RD	53	TAYLOR AVE	43	WETHERSFIELD RD	19
BAYBERRY RD	12	COACHMAN LN	31	ERIE DR	8	HAMMOND AVE	6	KENDALL LN	39	MATHEW CT	54	<u>PALMER AVE</u>	43	ROCKY HILL RD	51	TECH CIR	8	WHALEN LN	43
BEACON ST	27	COBBLESTONE DR	67	ERLANDSON RD	21	HAMMOND RD	6	KIMBALL CT	43	MEADOW POND LN	58	PAMELA RD	8	ROLLING LN	30	TEMPLE ST	43	WHEELER LN	19
BEACONSFIELD DR	27	COCHITUATE ST	43	ERNEST DR	62	HAMMOND RD EXT	6	KINSMAN PL	35	MEADOW ST	26	PARK AVE	19	ROSEWOOD LN	8	TERRACE RD	28	WHISPERING LN	61
BEAR HILL RD	60	COHNS ST	64	ESSEX RD	23	HAMPSHIRE DR	19	KNOX CT	51	MECHANIC ST	35	PARK ST	44	ROUNDWOOD RD	28	TERRANE AVE	19	WHITCOMB ST	49
BEAVER DAM RD	32	COLBURN ST	52	EUCLID AVE	14	HAMPTON RD	25	KYLIE LN	58	MEETING HOUSE LN	27	PARKER CT	43	ROXBURY AVE	43	THERESA LN	57	WHITNEY CIR	9
BEE ST	44	COLEMAN CT	26	EUCLID CIR	14	HARDING RD	56	<u>LACONIA RD</u>	21	MEGONKO RD	18	PARKMAN ST	35	RUNNINGBROOK CIR	18	THIRD ST	26	WHITRIDGE RD	72
BELLEVUE RD	43	COLLEGE RD	30	EVANS DR	6	HARDWICK RD	23	LACOSTA DR	40	MELODY WAY	40	PARKVIEW ST	52	RUSSELL CIR	13	THOMPSON CT	43	WHITTIER RD	15
BELMORE RD	41	COLLINS AVE	50	EVERETT ST	71	HARP CT	54	LAGRANGE ST	35	MELVIN RD	21	PARSONS WAY	63	RUTLEDGE LN	18	THOREAU CT	48	WHITTIER RD EXT	15
BELVIDERE ST	35	COLUMBIA AVE	25	EVERETT TER	72	HARRISON ST	43	LAKE ST	35	MERCER RD	24	PATTON RD	29	RUTLEDGE RD	18	TIBBETTS ST	36	WIGHT FARM RD	27
BENNETT ST	51	COMMON ST	44	EVERGREEN RD	11	HARTFORD ST	24	LAKESHORE RD	18	MEREDITH PATH	30	PAUL ST	20	SADDLEBROOK RD	2	TIMBER LN	25	WILDMEADOW LN	66
BERKELEY RD	62	COMMONWEALTH RD	11	<u>FAIRBANKS PL</u>	27	HARVARD ST	36	LAKESIDE AVE	49	MERIFIELD LN	72	PAULINE DR	37	SAMUEL PATH	57	TOURNAMENT RD	40	WILDWOOD PL	33
BEVERLY RD	14	FAIRS LN	69	HARVARD ST EXT	36	LAKEVIEW AVE	61	LAKESIDE AVE	26	MERRILL RD	63	PAYSON RD	35	SANCTUARY BLVD	61	TOWER CT	27	WILLOW ST	35
BIGELOW AVE	35	CONCORD PL	43	FAIRVIEW AVE	50	HARVEST MOON DR	20	LAKESIDE AVE	31	MICHAEL TER	60	PEARL ST	43	SASSAMON RD	78	TOWNSEND CIR	49	WILGREEN RD	37
BIRCH RD	12	CONCORD ST	43	FAIRWAY CIR	33	HARWOOD CIR	20	LAMPLIGHT CIR	31	MICHIGAN DR	9	PEGAN LN	75	SAWIN ST	36	TRAVERSE RD	21	WILSON ST	44
BISHOP ST	31	CONNECTICUT AVE	21	FARM HILL RD	63	HARWOOD RD	14	LANES END	57	MIDDLE ST	36	PELUHAM RD	31	SCARSDALE RD	53	TRAVIS RD	24	WINCH WAY	35
BLOSSOM CIR	18	COOLIDGE AVE	52	FARRANT RD	13	HAWTHORNE ST	27	LANGDON RD	8	MIDDLESEX AVE	43	PENACOOK LN	45	SCHALLER ST	55	TUCKER ST	42	WINDSOR AVE	58
BLUEBERRY HILL RD	31	COOPER RD	21	FARWELL ST	52	HAYES ST	44	LANTERN LN	77	MILFORD AVE	4	PENOBSCOT DR	45	SCHOOL ST	44	TYLER ST	26	WINNEMAY ST	35
BLUESTONE WAY	67	CORDIAL WAY	69	FAY WAY	52	HEARTHSTONE CIR	7	LARCHWOOD LN	39	MILK ST	44	PERRY RD	18	SCHOOL ST EXT	52	<u>UNION CT</u>	43	WINSLOW RD	21
BODEN LN	31	COTTAGE ST	52	FELCH CT	12	HEAVEY WY	60	LARKSPUR WAY	48	MILL LN	63	PETERSON RD	15	SECOND ST	26	UNION ST	44	WINTER ST	3
BOLSER AVE	49	COUNTRYSIDE RD	60	FELCH RD	7	HEIDI LN	18	LAURIE LN	7	MILL ST	32	PHEASANT HOLLOW RD	48	SHADY OAK LN	31	UNIVERSITY DR	37	WOLFE TER	60
BORDER RD	29	COURSE BROOK LN	58	FERN ST	58	HEMLOCK DR	31	LEACH LN	46	MILLBROOK RD	31	PHILLIPS POND RD	74	SHATTUCK ST	35	UPLAND RD	15	WOODBINE RD	48
BRADFORD RD	13	COURT ST	44	FERNDALE RD	7	HERBERT RD	49	LEAVITT ST	27	MOCCASIN PATH	53	PHILLIPS ST	64	SHEFFIELD RD	13	<u>VALE ST</u>	36	WOODBURY LN	62
BRAEMORE RD	40	CRAFT RD	14	FERRIN CT	43	HERITAGE LN	34	LEDGE LN	60	MOHEGAN TRL	47	PICKEREL RD	15	SHERIDAN ST	44	VALLEY RD	35	WOODCOCK PATH	67
BRIAR LN	4	CRAIGIE ST	52	FIELDSTONE LN	71	HF BROWN WAY	47	LEIGHTON ST	13	MOORE ST	58	PILGRIM RD	32	SHERMAN ST	44	VERMONT AVE	21	WOODLAND HTS	62
BRIGHAM CT	45	CRESCENT ST	33	FIFTH ST	26	HICKORY RD	8	LELAND RD	14	MORAN CT	35	PINE ST	6	SHERMAN TER	44	VERNON RD	32	WOODLAND ST	52
BROADS AVE	54	CREST RD	12	FIRST ST	26	HIGH ST	43	LENA RD	49	MORENCY ST	39	PINEHURST AVE	49	SHERWOOD RD	25	VESTA RD	18	WOODLEIGH RD	61
BROOK HOLLOW RD	54	CROSS ST	51	FISHER ST	26	HIGH ST EXT	51	LENOX ST	12	MORGAN DR	60	PINERIDGE RD	21	SHORE RD	21	VICTORIA CIR	49	WOODS CT	36
BROOK ST	54	CURTIS RD	32	FISKE LN	49	HIGHLAND ST	35	LIBBY RD	53	MORNINGSIDE AVE	61	PINWOOD AVE	51	SHORE TER	21	VILLAGE BROOK LN	47	WORCESTER ST	18
BROOKDALE RD	31	CURVE ST	51	FISKE ST	49	HILL ST	31	LIBERTY ST	8	MORSE LN	54	PITTS ST	43	SIENNA LN	60	VILLAGE GREEN A	74	WORONOCO DR	45
BROWNING RD	21	CYPRESS RD	12	FLORAL AVE	51	HILLCREST AVE	51	LINCOLN CIR	52	MORSE ST	44	PLAIN ST	43	SILVERHILL LN	48	VILLAGE GREEN B	74	<u>YORKSHIRE DR</u>	19
BUCKINGHAM RD	32	<u>D ST</u>	31	FLORAL AVE EXT	51	HILLSIDE RD	36	LINCOLN PL	44	MULLIGAN ST	44	PLEASANT ST	63	SKOHEGAN WAY	45	VILLAGE GREEN LN	39	YUBA PL	35
BUCKSKIN LN	52	DARBY CT	7	FLORENCE ST	36	HOFFMAN CT	43	LINCOLN ST	44	MURDOCK RD	37	PLEASANT VIEW RD	21	SOUTH AVE	44	VILLAGE HILL LN	47	<u>ZOAR ST</u>	52
BUENA VISTA RD	21	DARTMOUTH ST	12	FLYNN ST	19	HOME AVE	40	LINCOLN ST EXT	44	<u>NANCY RD</u>	3			SOUTH LINCOLN ST	55	VILLAGE ROCK LN	47		

For Information Regarding....

POLICE/FIRE/AMBULANCE (EMERGENCY)911

HOSPITAL

650-7000

Affordable Housing Officer	Community Development	647-6428
Birth Certificates	Town Clerk	647-6430
Building Permits	Building Department	647-6450
Burial Permits	Board of Health	647-6460
By-Laws, Town	Town Clerk	647-6430
Community Farm	Natick Community Farm	655-2204
Human Services/Council on Aging	Senior Citizen Center	647-6540
Death Certificates	Town Clerk	647-6430
Disabilities	Commission on Disabilities	647-6545
Dog Licenses	Town Clerk	647-6430
Environmental Issues	Environmental Compliance	647-6452
Fire (non-emergency)	Fire Department HQ	647-9550
Fishing & Hunting Licenses	Town Clerk	647-6430
Health	Board of Health	647-6460
Housing	Natick Housing Authority	653-2971
Library, Downtown	Morse Institute Library	647-6520
Library, South Natick	Bacon Free Library	653-6730
Licenses	Board of Selectmen	647-6410
Lights, Streetlight Maintenance	Department of Public Works	647-6552
Marriage Certificates	Town Clerk	647-6430
Personnel Department	Personnel Director	647-6471
Plumbing Permits	Building Department	647-6450
Police (non-emergency)	Police Department	647-9510
Recreation Workshops & Programs	Recreation & Parks Department	647-6530
Rubbish & Trash Collection	Department of Public Works	647-6550
School Department Administration	Administrative Offices	647-6500
Selectmen	Board of Selectmen	647-6410
Sewer System	Department of Public Works	647-6410
Street Maintenance	Department of Public Works	647-6550
Tax Assessments	Board of Assessors	647-6420
Tax Bills/Collections	Office of the Tax Collector	647-6425
Veterans Affairs	Veterans Agent	647-6545
Voting, Registration, Elections	Board of Registrars	647-6459
Water Bills	Office of the Tax Collector	647-6425
Weights & Measures	Sealer of Weights & Measures	647-6400 X1350

